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ABSTRACT

This resource packet highlights over 30 contemporary Maryland women who reveal motivating stories from diverse backgrounds and occupations. The purpose of the packet is to recognize representative women of achievement and to ensure that teachers have the necessary tools to illustrate the extensive leadership and community involvement of Maryland women. The resource packet has three components: (1) display photographs of contemporary Maryland women; (2) descriptive captions to accompany each photograph; and (3) a resource booklet which contains a brief biographical profile of each woman pictured; personal reflections; suggested activities; and a resource directory. (BT)

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Maryland Women Who Dare:
Paving the Way to the New Millennium.
Maryland Women's History Display Kit 2000.

Maryland State Dept. of Education, Baltimore.

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G. A. Crenson

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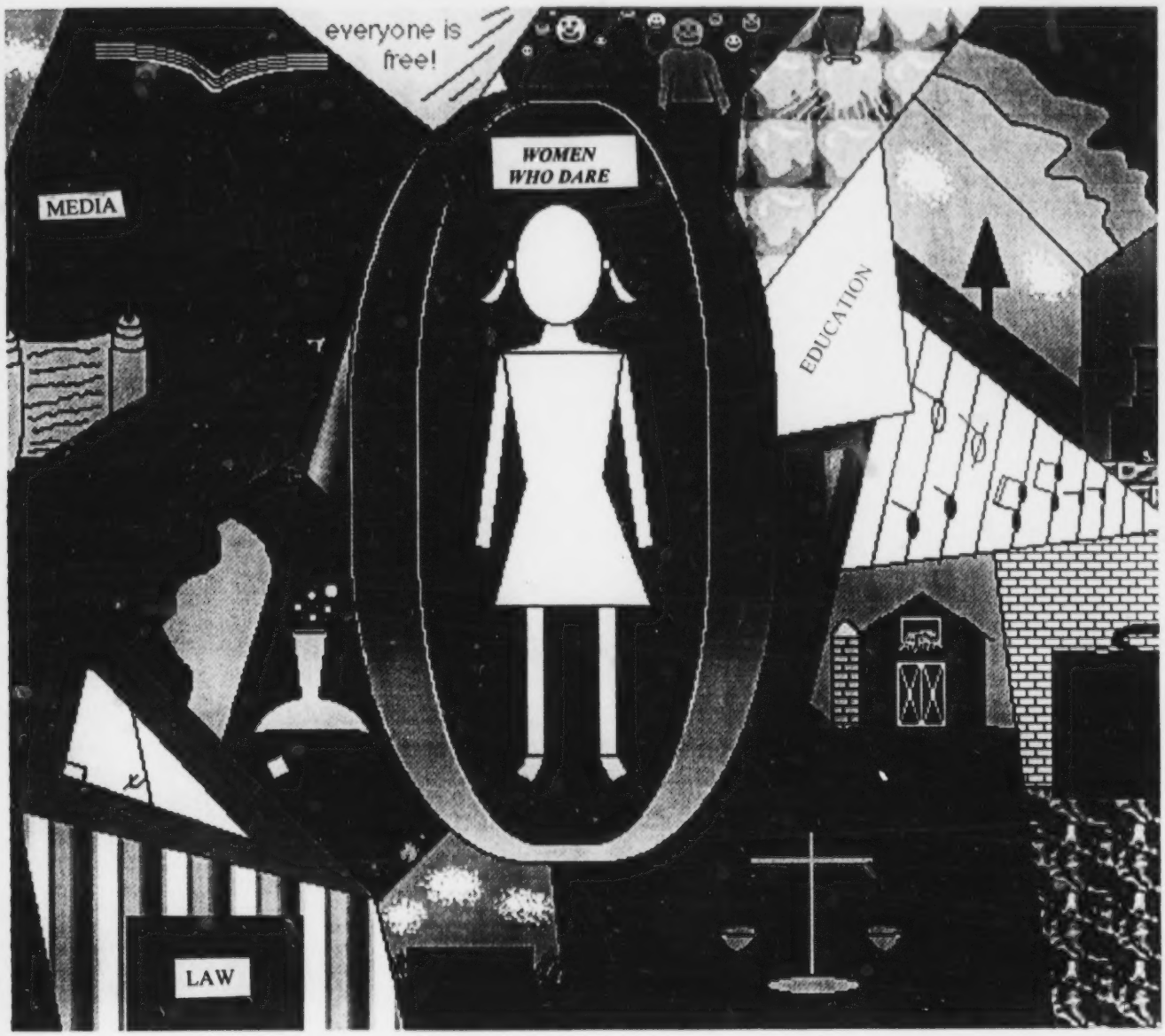
Maryland Women Who Dare:
Paving the Way to the New Millenium



Maryland Women's History Project

Graphic Design by Jessica E. Mealey, Grade 8
Thomas G. Pullen Arts Magnet School

WOMEN WHO DARE:
PAVING THE WAY TO THE NEW MILLENIUM

2000 MARYLAND WOMEN'S HISTORY DISPLAY KIT
Coordinated by the Maryland State Department of Education
and the Maryland Commission for Women

ACKNOWLEDGEMENTS

The assistance of the following organizations and individuals is greatly appreciated.

- The women whose profiles are included in this kit
- American Association of University Women, Maryland Branches
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Funding for this project was provided by the Maryland Department of Human Resources/Maryland Commission for Women and the Maryland State Department of Education.

DEDICATION

This resource kit is dedicated to the Maryland women from diverse backgrounds who continue to ***dare*** and to ***pave the way*** as they lead us into the 21st Century.

Maryland Women Who Dare:

Paving the Way to the New Millenium

Maryland Women's History Display Kit

2000

FRANCES HUGHES GLENDENING

Dear Friend:

As we embark upon the 21st Century, it is vital to acknowledge the accomplishments of Maryland women whose tradition of leadership in our community inspire those who will lead us in the future. This exciting time of change in the lives of Maryland women is reflected in the title of Women's History Resource Packet 2000, *Maryland Women: Paving The Way To The New Millennium.*

The Maryland women highlighted in this packet reveal motivating stories from diverse backgrounds and occupations. They are extraordinary role models for the women leaders of the next millennium, some of whom also are included in this packet. These young women are becoming role models in their own right, although many are in high school or college.

The purpose of this packet is to recognize representative women of achievement and to ensure teachers have the necessary tools to illustrate the extensive leadership and community involvement of Maryland women. In addition, pupils will be given the opportunity to demonstrate what they have learned about exceptional Maryland women through short essays, poetry and the visual arts. I invite all students in the great State of Maryland to participate in this special Women's History Month activity and to receive recognition for their efforts.

Please join me in celebrating remarkable Maryland women. Begin your adventure by reading *Maryland Women: Paving The Way To The New Millennium.* Then, I urge you to continue using it as a valuable resource throughout the year to honor and celebrate women's contributions in shaping what undoubtedly will be our glorious future.

Sincerely,

Frances Hughes Glendening

Frances Hughes Glendening

GOVERNMENT HOUSE
ANNAPOLIS, MARYLAND
21401

Maryland Women Who Dare

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KIT USAGE

Schools, organizations, and libraries are encouraged to use this display kit throughout the year, but particularly during March, Women's History Month. The kit can be used in conjunction with other activities and as a motivational tool to encourage additional research on the contributions of diverse Maryland women to all areas of society.

MARYLAND WOMEN WHO DARE:
PAVING THE WAY TO THE NEW MILLENIUM

INTRODUCTION

Far too often the advances of individual women or groups of women are celebrated without recognition of the vision, strategies, and sacrifices of the countless women . . . who have made advances for these women possible.

Eleanor Smeal, Women's Rights Leader

As we begin the 21st century we honor Maryland women from diverse backgrounds who have *paved the way* in many fields for others to follow. In addition, we recognize the leadership of young women who are making contributions today as they *pave the way* for future generations. The women profiled in this resource kit represent untold numbers of women of all ages who continue to work throughout Maryland to build a better society.

While this resource kit highlights only contemporary women, it is important for students and community members to also reflect on the contributions of historical Maryland *women who dared* by serving in the past as pioneers, innovators, and role models. Most of these women remain unsung heroines, receiving neither recognition or acclaim for their daily efforts which have shaped our world and paved new paths for women. Some Maryland women, such as the ones listed below, have had their accomplishments chronicled. It is hoped that students and organizations will not only honor famous women but will also identify and celebrate the ground-breaking "unsung" work of women in their own communities.

WOMEN WHO DARED

From aviation to astrophysics, from business to building, from education to entertainment, from farming to fishing, from music to medicine, from legislating to law enforcement, from sports to science, from trades to technology - in every field women of past generations have opened doors, overcome obstacles, and cleared paths for younger women to follow. They, in turn, have had supporters, role models, and mentors, both men and women, who encouraged them to dream, to decide, and to dare.

We recall and honor the contributions of representative Maryland *women who dared* from past centuries, such as:

- Piscataway women – leaders, decision makers, and transmitters of cultural heritage in their matriarchal society as long as 12,000 years ago
- Margaret Brent – attorney, landowner, businesswoman and colonial policy-maker who in 1648 went before the Maryland General Assembly demanding the right to vote

- Mary Katherine Goddard – colonial printer who printed the first signed edition of the Declaration of Independence
- Sarah Miriam Peale – nationally noted colonial portrait painter
- Harriet Tubman – abolitionist and leader of the Underground Railroad
- Frances Ellen Watkins Harper – orator, author, abolitionist, and one of the first African American writers to be published in the United States
- Anna Ella Carroll – military strategist and advisor to President Lincoln; Clara Barton – founder of the American Red Cross
- Elizabeth Seton – the first American canonized as a saint

We also pay tribute to representative historical twentieth century Maryland *women who dared*, such as:

- Henretta Szold – founder of adult education for new immigrants
- Sadie Kneller Miller – turn of the century war correspondent, photojournalist, and sports reporter
- Edith Houghton Hooker – suffragist leader and publisher of the Maryland Suffrage News
- Helen Brooke Taussig – co-developer of "blue baby" open heart surgery
- Rachel Carson – founder of the environmental movement
- Lillie Carroll Jackson – civil rights leader
- Jeanette Rosner Wolman – women's rights activist and attorney
- Juanita Jackson Mitchell and Pauli Murray – pioneering African American lawyers
- Katherine Anne Porter – award winning author
- Rosa Ponselle – opera star
- Billie Holliday – blues singer
- Gladys Noon Spellman - Congresswoman

KIT FORMAT

This resource kit has three components.

1. Display **PHOTOGRAPHS** of contemporary Maryland women

2. Descriptive **CAPTIONS** to accompany each photograph

3. A **RESOURCE BOOKLET** which contains the following:

   - A brief biographical **PROFILE** of each women pictured

   - **PERSONAL REFLECTIONS** - questionnaire or interview responses from each woman pictured

   - **SUGGESTED ACTIVITIES** to learn more about Maryland Women's history

   - A **RESOURCE DIRECTORY**

Profiles and Reflections of Maryland Women Who Dare

This section includes brief biographical profiles and personal reflection interviews with Maryland women in a variety of fields.

WOMEN WHO DARE:
PAVING THE WAY TO THE NEW MILLENIUM

PROFILES

• Sally D. Adkins	Judge, Court of Special Appeals
• Audrey Barnes	Television News Anchor/Reporter
• Constance Ross Beims	Leader in Public and Community Service
• Joanne C. Bell	Union Leader
• Sarian S. Bouma	Business Owner
• Robin J. Forster	Firefighter - Captain
• Patricia A. Gallalee	Corporate Contract Specialist/Advocate for Inividuals with Disabilities
• Janice East Moorehead Grant	Civil Rights Activist
• Elizabeth Fran Johnson	Public Service Leader/Advocate for Empowerment of Girls and Women
• Alex Kahoe	Goalie, University of MaryJand Women's Lacrosse Team
• Belkis Leong-Hong	Government Service Leader/Entrepreneur
• Ann F. Lewis	Counselor to President Clinton
• Judith A. McHale	President, Discovery Communications, Inc.
• Dorothy B. McKnight	Leader in Athletics and Physical Education
• Jessica E. Mealey	Student Leader in the Arts
• Pauline H. Menes	Maryland State Delegate
• Cheryl D. Mills	Lawyer/Deputy Assistant and Deputy Counsel to President Clinton
• Nancy Navarro-Laurent	Latino Community Activist/Co-Founder, Institute for Family Development
• Carol S. Pearson	Human and Organizational Development Consultant/Writer/Editor
• Mitzi Perdue	Communications Leader/Environmental Journalist
• Melanie C. Pereira	Director, Howard County Department of Corrections
• Elizabeth C. Proctor	Native American Leader/Educator
• Carol L. Reed	Teacher/Equity Advocate
• Nora Roberts	Writer
• Vera Foster Rollo	Aviator/Author/Publisher
• Gila Colman Ruskin	Rabbi
• Tina Satterwhite-Short	Park Ranger/Interpretive Specialist
• Kym Short-Elder	Park Ranger
• Marcella Smid	Student Leader
• Tracy Stuger	Legislative Specialist
• Pilar Torres	Latino Community Activist/Co-Founder, Institute for Family Development
• Nancy Waylett	Airline Pilot - Captain
• Anita C. Wheeler	Student Government Leader
• Maitoi Woods	Student Leader

SALLY D. ADKINS
JUDGE, COURT OF SPECIAL APPEALS

PROFILE

Appointed in 1996 as a Judge of the Circuit Court for Wicomico County, Sally Adkins became the first woman to serve as a trial court judge on the Eastern Shore of Maryland. Two years later, Judge Adkins became the first woman appellate judge from the Eastern Shore, when she was appointed to the Maryland Court of Special Appeals. She helped pave the way for full acceptance of women in the legal profession and served as a mentor and role model for women in the law profession. She practiced law in Salisbury, Maryland for 20 years prior to being named a judge.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

I became interested in the law when I was a child because my father was a lawyer, and he and my mother instilled in me a respect and love for reasoning and debate, hallmarks of our legal system. Although I considered other careers during college, I decided to apply to law school in my senior year. My choice was influenced in part by two professors of philosophy with whom I studied in my latter two years of college, and who inspired academic achievements I had not previously attained. I attended the University of Maryland Law School and then practiced law in Salisbury, Maryland for 20 years. My practice was general in nature – covering most areas of the law.

In 1991, I was appointed to be a Judge of the Circuit Court for Wicomico County by Governor Glendening. With this appointment I became the first woman to serve as a trial court judge on the Eastern Shore of Maryland. Many Eastern Shore women, both within and outside the legal profession, expressed to me how much it meant to them personally to have a woman hold this visible, decision-making role in the justice system.

Two years later, in 1998, the position on Maryland's Court of Special Appeals for an Eastern Shore judge became vacant, and I was appointed to that court. This appointment gave me the opportunity to be the first woman appellate judge from the Eastern Shore. I joined the thirteen member appellate court, where two other women were then serving. On the Court of Special Appeals, we review all of the appeals from the decisions of the trial courts in Maryland.

Support and Barriers

Support: *My parents taught me respect for learning, ideas, and knowledge, and that these could be my lifelong companions. My husband taught me to dream, and encouraged me to strive for achievements that I had not thought were within my grasp. Also important were friends I made in the course of my work and civic activities with whom I developed mutual relationships of respect and trust. These friends taught me the value of teamwork and collaborative effort. Knowing them also showed me how many diverse paths were available to achieve one's goals in life. In addition, organizations*

focused on promoting women's role in the legal profession, such as the Women's Bar Association, provided group support essential to my advancement.

Barriers. *Although 25% of my law school classmates were women, when I began practicing law in Salisbury in 1977, there were no other women practicing in the three counties of the lower Eastern Shore. Our communities are geographically distant from the urban areas – over a two-hour drive from Baltimore and Washington – and woman lawyers were still considered somewhat of an oddity. Thus, by virtue of timing, I was "paving the way" for other women to enter the field of law just by working hard and striving to be the best lawyer that I could. In the process, I experienced some attitudes on the part of other lawyers and potential clients that presented difficulties for me.*

In general, many people could accept my education and thinking ability, but some doubted my ability to operate in the areas of law that involve a quality perceived to be exclusively male – assertiveness, particularly assertiveness presented with a dignified demeanor. Perceived to be missing this stereotyped "male" quality, I had more difficulty obtaining legal work involving litigation or difficult negotiations. On the other side of the coin, when I exhibited assertiveness, ***sometimes*** *it was resented by male lawyers and others – in part because they did not expect such behavior from a woman. The passage of time, incremental successes, and adaptations to my personal approach to adversarial situations largely resolved this problem for me. Although women lawyers and other women can still encounter similar problems, there has been tremendous progress over the last 25 years in fully accepting women in the legal profession.*

Role Models

Famous or long-distance role models have never been meaningful to me. I also consider it more difficult for a person of one gender to emulate the opposite gender in achieving the artistry that is required in the successful pursuit of one's profession. Thus, because the lawyers I knew were mostly men, I felt the absence of a woman mentor, particularly in the early years of my professional career. I have, and continue to try to assist younger women to pass more easily through the struggling years of their career paths.

Message for the Future

- *Always listen well, and absorb the ideas of others, but believe in yourself and trust your own ideas. Be an independent thinker, and not a carbon copy of your friends, classmates or even your mentor. Identify your own strengths and develop them – you cannot excel at everything.*
- *Understand your own values, and live by them. You will be respected and rewarded for doing so.*
- *Be willing to step out of your comfortable niche, and take an uncomfortable step toward advancement, even if some risk is involved.*
- *Hard work is the great leveler – there will always be others who are more confident, better public speakers, smarter, with more experience – but hard work and preparation can put you right on their level or above.*
- *Remember that you will be forever learning, long after your school years have passed.*

AUDREY BARNES
TELEVISION NEWS ANCHOR/REPORTER

PROFILE

Audrey Barnes is the reporter who won an Emmy Award in 1996 for a hour long documentary on the Joffrey School of Ballet's Midwest Workshop. Audrey graduated from the University of Maryland with a Bachelor's degree in broadcast journalism. She began her career as a reporter for WBOC-TV in Salisbury, Maryland. She then moved to WTLV-TV in Jacksonville, Florida, and later to WSOC-TV in Charlotte, North Carolina. Audrey then headed north to WDIV-TV in Detroit, Michigan. Before coming to WBAL, she was the 6 p.m. and 11 p.m. news anchor at WJRT-TV in Flint, Michigan. Audrey's interests include running and photography. She spends her spare time at home in Howard County with her husband and two children.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way
I have always been curious about just about everything. My other great love is writing. I knew from an early age I would have to find a way to combine the two into a career someday. Despite pressure from family who felt I'd make a great lawyer, I followed my dream of becoming a great journalist. I think you pave the way for others, by following your passions and encouraging others to do the same.

Support and Barriers
Women in journalism tend to have to fight for pay equity with men doing the same job. It's helpful to have an agent who is savvy and well connected who can represent you in negotiations. Also – good work commands a good salary – my agent is a great source of support for feedback as well. Professional organizations can offer great networking opportunities as well.

Role Models
There are plenty of great women journalists to inspire me. Barbara Walters opened the door for Jane Pauley, Diane Sawyer, etc. Carole Simpson is an African American network correspondent and anchor I admire. I also met her at a conference and I truly respect her accessibility and willingness to give back to the community. You have to continually do a good job and make sure you never forget those who helped you along the way. Ask questions. Always try to make lemonade out of lemons.

Message for the Future
Follow your dreams. Remember that each task you undertake is a reflection of you, so give it your all. If you feel passionate about something, take a risk to achieve it. Never forget to take time to share your life with people who love you. If you take care of yourself, you're better able to take care of others.

Additional Comments

When I graduated from the University of Maryland, there were 22,000 journalism graduates, and about 2,200 jobs. Despite those odds, I graduated on a Wednesday, had my first job by Friday, bought a car that Saturday, and started work on Monday. (I also negotiated a $25 boast in salary per week before I ever set foot in the station.) If you believe it, you can achieve it!

CONSTANCE ROSS BEIMS
LEADER IN PUBLIC AND COMMUNITY SERVICE

PROFILE

Constance Beims has devoted her professional life to public and community service. A Phi Beta Kappa graduate of Goucher College, Ms. Beims has participated in many arenas of the public sector, including Executive Director of the Maryland Commission for Women, Appointments Officer and Deputy Chief of Staff to Maryland Governor Harry Hughes, and as a vice-president of the University of Maryland, Baltimore County. As Executive Director of the Maryland Commission for Women, she has opened doors for inclusion of women at all levels of governmental and academic decision-making. Her accomplishments led to widespread recognition of the need to support women's issues and programs to help women in crisis.

She also chaired the Governor's Task Force on Violence and Extremism to bring together a number of disparate groups and agencies to assure that the State of Maryland through its laws, policies and procedures did not condone racial, religious or ethic intimidation or discrimination. The result of the effort was the establishment of the National Institute Against Prejudice and Violence. Ms. Beims also coordinated numerous conferences, including the first State Conference on Sexual Harassment in the Workplace, the first Conference for Hispanic Women in Maryland, the Conference on Battered Women, and the first University of Maryland Conference on the Status of Women in Higher Education.

Ms. Beims has received many awards for her public and community services including the Senator Charles McC. Mathias Award by the American Faculty of Public Administrators for service to the citizens of Maryland; Girl Scouts of Central Maryland Distinguished Woman Award; American Council of Higher Education – Maryland Chapter Woman Administrator of Year Award. She has also been elected to Maryland Women's Hall of Fame. Her current community service includes: First Vice-President of Girl Scouts of Central Maryland gubernatorial appointee to Maryland's Judicial Disabilities Commission, Co-chair of Steering Committee for the project, Girls to Women: Setting the Agenda for the 21st Century. Ms. Beims resides in Darlington, Maryland, with her husband, Bill. They are the parents of four grown children and grandparents of two girls.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

At age 14, I volunteered to work with speech-impaired children during my summer vacation. Little did I know that this action would start a lifelong passion for public and community service. Throughout my youth, I was an avid participant in extra-curricular and varsity sports, and continued in Girl Scouting through the Senior Mariner Program. I believe that the diversity of my experiences in this part of my life laid the foundation for my professional life – a life that required articulating issues, building consensus and working at serious and important tasks until they were finished.

While not the first woman, I was in the first wave of women in high enough levels of government to affect public policy – by law, official procedures and the daily practices in the workplace. This early participation, coupled with my work on equal rights and opportunities for others, may have made it possible for other women and minorities to follow.

Support and Barriers

I was not in the full-time workforce for 15 years. We had four young children at home and I completed my undergraduate degree during that time. My re-entry into the workplace came at a time when many women were making this transition but with the older traditions of the workplace still in effect. This meant the expectations were still typing, shorthand, and general administrative assistance, particularly in government service. The times, however, were changing and with that change many of us emerged into supervisory and leadership positions. I am proud that I fought to remove barriers that were impeding others. I saw barriers that were hurting others, worked to remove them, and ironically, they were removed for me also.

Role Models

As a girl, very few role models were available in our textbooks or in the news. But, indeed, I had mine. While they were diverse, my role models were Madame Marie Curie, Nancy Drew and the Harlem Globetrotters – Madame Curie for her life-long scientific pursuits of discovery and knowledge; the fictional Nancy Drew for her sense of curiosity and adventure, her intelligence and independence; and the Harlem Globetrotters for the joy, passion and enthusiasm with which they competed so expertly.

As an adult, the same characteristics of the role models in my youth can be found in the people I have admired - my friend, Elizabeth Dickinson who, as an engineer during W.W.II, petitioned the U.S. Civil Service Commission for equal pay for equal work; former Maryland Governor Harry Hughes, a person of integrity and thoughtfulness; UMBC President Freeman Hrabowski, for his persistent and passionate pursuit of excellence in education and life; and, as importantly, the myriad of women with whom I have worked who offered support, guidance, and friendship throughout my professional life.

Message for the Future

The Information Age is your age. At your fingertips you have a wealth of information unknown or not retrievable easily by any other generation. Your challenge will be to transform this information into knowledge and new discoveries to use in a way that will benefit humanity and our Earth.

Complete as much as your formal education as possible while you are young because you will have to build continuously on that foundation throughout your life. The information and technological age will demand much of you.

The increased racial, religious, and ethnic diversity in our population, coupled with the rapidity of technological change, will present both exciting and difficult challenges. It will become even more important for bright, compassionate and capable people to serve the citizens of our state and country in public and community service. Value your integrity – it cannot be regained.

JOANNE C. BELL
UNION LEADER

PROFILE

Joanne C. Bell is President of the Communications Workers of America, Local 2336. She has been a union activist since 1969. Joanne's main goal is to improve the work lives and home lives for all of her members. The union has represented and negotiated contracts for various groups including taxicab drivers, hospital workers, United Way agencies, public sector, telephone, and telemarketing groups. Joanne in conjunction with other officers wrote and trained several hundred job stewards. In order to protect the rights of her members, Joanne has spoken before the City Council, the taxicab Commission, the Public Service Commission and all levels of her Union. Joanne also serves as the Secretary of the Metropolitan Washington Council, AFL-CIO. Working with other Unionists, she helped to establish the CWA Defense Fund Committee that will pay striking workers $200 a week. Joanne was CWA District 2's Woman of the Year in 1980, and was given the J.C. Turner Award for the Outstanding Unionist from the Metropolitan Washington Labor Council in 1992.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

I was hired by C&P Telephone Company in November 1968. In 1971, women were not being allowed to work in technical positions. I was one of 21 women who filed a class action suit against the Telephone Company in order to be able to work in the "non-traditional female jobs." We won our class action lawsuit and this opened the way for other females to hold positions in every technical field operated by Ma Bell. Later, as the first female and/or black to ever be President of CWA local 2336 since its founding in 1939, I have had the opportunity to encourage and help get elected other females and blacks to serve as Officers on the Executive Board of this Local. Prior to my being elected as the Second Vice President, only one other Black had served as an Officer of this Local.

Support and Barriers

The Labor Movement was started by and created for men. Of course, the men appreciated and solicited female support but they were not necessarily interested in female leadership. Luckily, I was not afraid of the assignments small, large or tedious. My interest and energy along with the willingness to help seemed to be key in my successful upward mobility. Training was key and they appointed me the Education Committee Chair and allowed me to set the agenda for comprehensive team building and behavioral training. The support and encouragement that I received was from other "team members" who believed that I had the ability to be a good Union officer regardless of my sex or race. Repeatedly, the doors of opportunity were available to me in order for me to make choices and move forward.

Role Models

Grace Leonard, my mother, and Rosa Parks are my role models. Rosa Parks was a role model for me because she took a stand by herself simply based on what was right. She didn't organize

a big rally prior to taking her stand. She just did what she thought was right and others supported her efforts. I believe that you must have the strength of your beliefs. The fact that your position may not be popular at that time should not be a reason for selling yourself short.

Grace Leonard was the female Secretary-Treasurer of the Union local in 1969, when I first became a job steward. Grace was only the second female to be an officer of this Local. She sent me into situations, which were "firsts." If I needed help, she would assist. Grace obviously saw something in me that I didn't know I had, because she kept sending me into "hot" situations and I would successfully return although somewhat singed at times.

My mother was probably my greatest inspiration even though she frankly thought that unions were "crooked, run by the mob" and that I shouldn't get involved. What I admire about my mom was her talent and creativity in getting the job done. If it didn't work one way, she would find another method to accomplish her goal. My mom lived through segregation and to be told "no" was the norm. What makes my mother special is that "no" was not acceptable when there was a task to be performed.

Message for the Future

Keep an open mind about everything. Have a willingness to learn new things. Listen to various opinions and watch the many different ways that people use to accomplish the same task. There is no problem with failure as long as you made an honest effort. If you tried and failed, you have an experience by which to base future decisions. There is always more than one way to achieve a goal. Attempt to listen and absorb different ideas about things, life, work, etc. You then will be able to have a broader source of information from which to base your choices and decisions. If you don't know an answer to a question or are uncertain, ask questions. Questions are not a sign of stupidity. Questions are a sign of interest, a willingness to learn and a method for gathering information. The amount of information that you have on a subject will increase the probability that you will make a right choice for yourself. Sometimes, what you learn is that you don't like this or that. This is an important decision also. In work as well as in relationships the most important first step, is to know and understand yourself, your interests, your strengths and weaknesses. Once you know and like yourself, all other goals and dreams can be a reality.

Additional Comments

Many young people lose out on opportunities because of their concern about what others may think. The measure of a successful person, in my opinion, is that you are working and following through with ***your*** *ideas and commitments. Before you can help anyone else, you must first be happy and satisfied with yourself. Each person has their own road. Follow the road that best suits you. Once you make that commitment, stay the course and just as I have changed my mom's opinion of Unions, you can educate and improve others lives. Now that you have "made it," you can reach back and help others.*

SARIAN S. BOUMA
BUSINESS OWNER

PROFILE

When Ms. Sarian Bouma arrived in this country from Sierra Leone, West Africa, she needed welfare in order to survive. Now a CEO (Chief Executive Officer) with a successful business and married with four children, she has never forgotten what it was like to experience hardship. She developed Capitol Hill Building Maintenance, Inc. (CHBM) from a company with $900 in annual revenue the first year to more than $3.4 million currently. The company has grown from one person to a loyal staff of over 200 who are committed to carrying out Ms. Bouma's dedication to cleaning services. Based on a foundation of trust and reputation for quality service and quick response, CHBM, Inc. gained distinction throughout the Washington, D.C. metropolitan area for excellence. Her company has grown from 200 square feet of office space to supervising cleaning services for more than 2,000,000 square feet of space.

In 1999, Ms. Bouma was the first African-American woman to be named one of Avon's **Women of Enterprise** and was honored by Ms. Whoopi Goldberg. She was also the Small Business Administrators *1998 Welfare to Work Entrepreneur of the Year* at both the state and national levels. In the same year, she received the *Welfare to Work Award* from the National Political Congress of Black Women and was honored as a *Black Woman of Courage* by the National Federation of Black Women Business Owners. Her plans for the near future include an alliance with a local welfare-to-work training center.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

I arrived in the U.S. 25 years ago from Sierra Leone, West Africa, dreaming of a better life. That dream was quickly shattered and reduced to tatters. Forced to resort to the welfare system, I quickly dusted off that broken dream and put my life back on track. While in transition, I took a lot of different jobs, and was willing to do anything to make a living.

Upon encouragement from my new husband, Jon, I went into the service industry because that was a business I knew. Having been born poor, cleaning was a job at which I'd had a lot of practice.

Support and Barriers

The cleaning industry, a $1 billion a year market, is dominated by male owners even though 95% of the workers are female. There were barriers in financing, due to my colorful background, as well as in acquiring new clients because of the perception that I was a cleaner, not an owner.

I got support from the Professional Women's Association where I attained memberships in the Business and Professional Women's Club (College Park chapter), the National Association of Women Business Owners, and the National Federation of Black Women Business Owners, which led me to the Maryland Small Business Development Financing Authority where I got my first loan, and the U.S. Small Business Administration where I got my first government contract.

Role Models

Whenever I need a little strength to go on . . . there is a picture on the wall in my office entitled 35 Great Women. In it are strong black women such as Sojourner Truth, Madame C. J. Walker, Mary Church Terrell, and Dorothy Height. I am fortunate to be able to go outside and find courage in my colleagues in my chapter of the Business and Professional Women's Club.

I would be remiss not to mention Ms. Aida Alvarez, who in 1999 is the 1st woman head of the U.S. Small Business Association; Dr. C. Delores Tucker, founder of the Bethune-DuBois Institute; and Elizabeth Dole, Head of the American Red Cross.

Message for the Future

Just as women of this century strived so hard in cracking the glass ceiling, I strongly encourage today's young people to take it to the next level. Having grown up an underpriviledged child with no opportunities available to me, I've always held to the words of President John F. Kennedy, "Not every child has an equal talent or an equal ability or equal motivation, but children have the equal right to develop their talent, their ability and their motivation."

These words motivated me to be whatever I dared to be and to aim for the best. I now pass these words of wisdom to all young people challenging them to press on to the next level for the next century!

Additional Comments

Speaking of dreams . . . I never dreamed that following my innermost drive to have my own business would one day lead to my cleaning the New Executive Office Building, part of the U. S. President's offices, and other highly secured buildings in the nation's capital.

ROBIN J. FORSTER
FIREFIGHTER-CAPTAIN

PROFILE

Robin Forster grew up in Parkville, Baltimore County, Maryland. After graduating from Parkville High School, she attended Frostburg State University and earned a Bachelor of Science degree in Education. She taught in the high schools of the Baltimore City Public School System for eight years until a massive lay-off of teachers had her looking for a new job. After filling out many applications, she was hired by the Baltimore County Fire Department in 1982.

As a firefighter with a teaching degree, she assisted the Fire Academy in the instruction of two recruit classes. A few years later, she was promoted to Fire Specialist. Three years after that, she was promoted to Lieutenant, and four years later, she was promoted to Captain, which is her current rank.

Robin Forster is stationed in Parkville where family and friends still reside, so she is protecting her community. She is responsible to the six other crew members under her command.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

I was a teacher in the Baltimore City Public School System for eight years, then was laid off as part of their "re-organization." While applying for various jobs, someone told me the Baltimore County Fire Department was testing so why not take the test. I passed all of the testing phases, entered the Fire Academy, absolutely loved the job, and here I am, 17 years later. At the time I was promoted to Lieutenant, there were only two other women (out of 1,200 career personnel and less than 100 women) who were officers. When I was promoted to Captain, four years later, there were five women officers (one Battalion Chief, one other Captain, and two Lieutenants). Hopefully, by showing the other women in the department that we could do it, they would know that they could too if they wanted. We also had to make sure they knew that it wasn't easy to be a good officer.

Support and Barriers

The barriers were mostly traditional: "this is no job for a woman," "she doesn't belong here," "they can't do the job," etc. Even though there were a lot of older guys with these ideas, they weren't all the older guys. They didn't want to "share" their firehouse (facilities, equipment, etc.) with women, and some of their wives didn't want women working with their husbands either.

As a woman, you were consistently "in the fish bowl." Any little mistake was greatly exaggerated, but good and correct things were rarely commented on. What you had to

do was prove yourself over and over, every second, and in every way. Training (skills), reading (knowledge), working-out (to be physically able to accomplish anything that came along) and not giving in to harassment were the only ways to prove yourself and hopefully gain some respect.

Personal drive was probably what supported me in being successful in my career. The 'who' was just as important. My parents and family were, and are, totally and consistently supportive. Many of my co-workers and officers knew my knowledge, skills, and determination would allow me to accomplish my goals.

Role Models

This was not a job in which there were many women role models. Basically, you just had to keep motivated to be the best firefighter possible – male or female – because that's what you really wanted. When I entered this fire department there were only three other women there from whom I could draw any advice, knowledge, or experiences. I did look to certain individuals who had desirable characteristics that would help me in my endeavors. It was looking at and evaluating everybody around me and picking all of the positive characteristics that I could incorporate into my "ideal" firefighter/officer and then trying to incorporate that into my personality. Also, by doing this, I wouldn't be putting particular individuals "on a pedestal" only to possibly be disappointed if I felt that they did not live up to my expectations.

Message for the Future

Due to the nature of the job and changing technology, it is very important to not become complacent, and always look for new knowledge and skills to acquire. If there's something you want to do – GO FOR IT! – as soon as you can, and as hard as you can. Be prepared for obstacles. Don't be intimidated or talked out of your goals. Ask for help, but don't expect things to be done for you. You would be extremely surprised at what you can learn and do by putting your mind and body into it. Accept no excuses, "Just Do It"! Things are changing – be adaptable, be prepared, be progressive, and be true to yourself.

Additional Comments

In 1997, one of the highlights of my career was when I was invited as one of six women to participate in the celebration of the 25th anniversary of the signing of Title IX legislation, prohibiting sex discrimination in schools. This was held at the White House where I got to meet the President of the United States and the First Lady. It was so exciting to be in the company of accomplished women such as Dr. Sally Ride and Jackie Joyner-Kersee. These were women (in non-traditional jobs) who have succeeded in their fields and paved the way for women everywhere to accomplish their goals no matter what hurdles they faced.

PATRICIA A. GALLALEE
CORPORATE CONTRACT SPECIALIST
ADVOCATE FOR INDIVIDUALS WITH DISABILITIES

PROFILE

Patricia A. Gallalee is a contract and purchasing specialist for the Fannie Mae Corporation. A graduate of the University of Maryland College Park, she has also worked for the Montgomery County, Maryland, Government, the Marriott Corporation, and IBM, and is active in the Rockville Junior Chamber of Commerce. She represented her local Rockville Junior Chamber of Commerce in travel exchange programs with sister cities in France and Germany.

As a student leader in high school and college, Patricia was active in organizations and in drama productions, both as an actor and stage manager. She received the "I Dare You" Leadership Award in recognition of her contributions. When she graduated from high school in 1981, she was the first person with a physical disability to be a fully mainstreamed student in the Montgomery County Public Schools who participated in all classes with non-disabled students. She continued her role as a student leader at the University of Maryland.

Born with neuro-blastoma, a rare form of nerve cancer, Patricia has used a wheelchair or other adaptive devices her entire life. Throughout her schooling and career, she has served as a consultant on making schools and workplace settings more accessible to persons with disabilities. As an active volunteer with Fidos for Freedom, she participates with the Howard County School System's Disability Awareness Project. Patricia does many presentations for students and educators. With her service dog, Jellybean, she also speaks to groups about the Fidos for Freedom Program, which trains dogs to assist individuals with disabilities in performing tasks which are particularly frustrating or demanding.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

Patricia developed an interest in business and corporate work through a summer job with AT&T. She has worked primarily in the field of contracts and purchasing throughout her career, and is now exploring working in the field of training and human resource development.

Patricia's leadership as an advocate for individuals with disabilities has been life-long, based on her personal life experiences. She has paved the way for other individuals with disabilities by helping to make school facilities and programs more accessible, and by assisting corporations in addressing workplace needs and accommodations for disabled individuals.

Support and Barriers

Because of extensive cancer treatments and back surgery as a child, Patricia missed many months of school up until age 11, but kept up with her studies through home schooling. She later had to attend public schools outside of her neighborhood, since the closest schools were not wheelchair accessible. Patricia found that several individuals, including her high school drama teacher, were supportive in encouraging her to actively pursue her interests. She participated in several school shows, as both an actor and a stage manager. She credits the director of the Disabilities Office at the University of Maryland and her employers for actively enlisting her advice on how to make schools and workplaces more accessible to individuals with disabilities.

She also notes that her dog, Jellybean, has helped "bump up her independence" by assisting her in several ways, including meeting the daily demands of owning and managing her own home. She enjoys Jellybean's companionship and values the support he gives her in a variety of ways, such as pulling her wheelchair, helping her transfer in and out of the wheelchair, and retrieving things that she needs.

Role Models

Patricia notes that her grandmother, Alexandra Rovinski, served as a role model by being
"a very proud and strong woman, who supported me in never giving up." She came from Poland to the United States, lived in a small coal-mining town, and later encouraged her daughter (Patricia's mother) to go to Washington, D.C. to pursue opportunities for a different life.

Message for the Future

Patricia's advice to young people is: Don't pass up an opportunity that could change your life because you might be afraid. The way you win in life is by showing people that you are right there with them, whatever challenges you may face. We all have a disability of some kind, and we have all been afraid. You have to take chances when you have the opportunity. You never want to say, "I should have done this."

She also advises young people to travel overseas in order to learn to look at their lives in a new way and to appreciate what they have. In addition, she stresses that young people should realize that their physical health is precious, and they should not smoke, use drugs, or harm their bodies.

JANICE EAST MOOREHEAD GRANT
CIVIL RIGHTS ACTIVIST

PROFILE

Janice Grant, President of the Harford County NAACP (National Association for the Advancement of Colored People) since 1994, has been a civil rights activist from her early youth. She worked with Baltimore neighborhoods, the Maryland Interracial Commission, and led the Civil Rights Movement in Harford County. She participated in sit-ins, freedom rides, and marches in Maryland, Washington, D.C., and southern states, and set up a Mississippi "Freedom School." Her civil rights activities included protesting discrimination in housing, voting rights, employment, public accommodations, transportation, sales, and education. She served as Director of Desegregation in Maryland for the National NAACP and helped found the Harford County Human Relations Commission. She also volunteered in the United States Peace Corps in Liberia, West Africa, for five years. With two Master's degrees in education, she has 43 years teaching experience at the elementary, secondary and postsecondary levels. Janice is currently an ordained minister and provides ministry service in correctional facilities. Her honors include Woman of the Year; Citizen of the Year; Outstanding Community, State, International Service; and many other awards from a range of civic groups and churches.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

Aberdeen and Harford County, Maryland were totally segregated in the 1950's . . . separate schools, one floor in the local hospital for blacks, segregated restaurants, and housing. Employment for African Americans consisted of being maids, cooks, and laborers. We sat on the back of the bus, received food from the rear of restaurants or a rear window. We sat in the balcony of theaters, were forbidden to use public libraries, and recreational facilities. The May Company allowed us use of the basement only to purchase clothes and hats we could not try on.

My family was always fully involved in church, education and civil rights. My grandmother purchased NAACP memberships for each of us at birth. My mother greatly stressed our duty as "our brother's keepers," loyalty to God, country, and justice. We attended all NAACP meetings where we came to know Dr. Lillie M. Jackson, Clarence, Michael, and Mrs. Juanita Mitchell, as well as Parren J. Mitchell, who greatly influenced my life and became life-long friends. I served in various NAACP offices in Maryland and Tennessee. After the Supreme Court decision, "Brown vs. Board of Education," I was discriminated against in transferring to a school in Aberdeen. I filed the first of five successful discrimination suits against the Harford County Board of Education led by lawyer, Juanita Jackson Mitchell. These suits were related to students, teacher placements, and promotions. The final suit ended in a negotiated agreement to hire and promote people of color. I worked with others to force the state to issue new teaching certificates to black teachers statewide when I revealed that our certificates stated, "Valid to teach in Colored Schools Only." I was told by county educational officials, I would never get out of the classroom and would be "black-balled" nationally. However, many have benefited, which was the ultimate goal.

During the "Movement" with the Mitchell family and an NAACP Youth Group led by my husband, Woody, I demonstrated throughout Maryland. During our "Sit-ins" in Maryland, Tennessee and Mississippi, I was arrested and jailed. As a youth, with my sister, Carol and friend Vivian, we tested

lunch counters, stores, restaurants, and attempted to get jobs. We used restrooms designated for "White Women" only. When told where the "Colored" areas were, we stated, "Oh good, what color are they?"

Along with George Lisby, Rose Weems, Sylvia Lowery Rogers, and myself, the first Harford Human Relations Commission was birthed. In Mississippi, Tennessee, and Liberia, I helped establish adult education classes where adults were taught to read and write. Mississippi found me registering voters, organizing marches, investigating church burnings, bombings, and murders. During demonstrations, we were beaten by the police and arrested. Later, I sued the police and won. In Tennessee, we again led marches, demonstrations, demanded equal rights, and that people of color be hired in radio and television. A young black woman at Tennessee A & I College was hired by a local station. She was Miss Oprah Winfrey.

Support and Barriers

Being reared in a totally segregated community, there were always barriers. As an educator in the formally all white schools, many black teachers had more education than non-blacks. We were paid to be educated out of state rather than attend schools of higher learning in Maryland. Though I had more experience, training, education and skills in many areas than those in administration over me, I applied for 20 positions and was refused all. There were efforts to force me to retire. Later, I took a position in New Castle, Delaware, as Administrator of a Bible College. I am addicted to Jesus, the NAACP, freedom, justice and equality for all. As long as there is breath in my body, "I ain't gonna let no body turn me round."

Role Models

My role models are all the nameless, faceless people of color in Africa, human cargo lost at sea during the "Middle Passage," those who preferred to be eaten by sharks than face a life of slavery; those who bore the scars of slavery as their children were sold and they were helpless to stop this human devastation; those who still suffer indignities and are jailed unjustly. I also admire my first grade teacher, Alma Dorsey Nelms, who educated us in a one room schoolhouse with 78 students comprising of 7 grades - who walked miles in the cold, made fires in a pot bellied stove, and carried water for us to drink; my mother, Margarette East (Moorehead) Johns, a single parent who reared 8 children, instilled in all a faith in God, built a church, and saw us all graduated from high school; my grandmother, Mary East Lawson, was blind with a 3rd grade education, yet left us with four acres and four homes, all debt free; my great-grandfather, James East, born free during slavery, never went to school, later owned three city blocks, opened the first cemetery for blacks and owned a dairy in Newport News, Virginia; my Lord and Savior, Jesus, my best friend; my husband, Woody, my rock and greatest supporter, who stands by my side; my cousin, Mary Church Terrell, who fought into her 90's, and my father, North Love Moorehead, also with a 3rd grade education, who started his own business rather than stand in line for food and be called a "big, black, buck."

Message for the Future

Trust in God. Never let go of your dream. If you fall, get up, try again. Never, never, never give up. Forgive quickly, forget, move on. Treat all with dignity, respect and value. Love and respect yourself. Be honest and trustful. Do not remember what God has forgotten. Never let your PAST destroy your FUTURE.

ELIZABETH FRAN JOHNSON
PUBLIC SERVICE LEADER
ADVOCATE FOR EMPOWERMENT OF GIRLS AND WOMEN

PROFILE

Dr. Elizabeth Fran Johnson was born in Baltimore, Maryland, in 1928. The hallmark of the life of Dr. Johnson is a compilation of numerous activities that collectively achieve a permanent legacy of social change through public service.

Her legacy began with her will to excel, which helped her overcome the barriers of poverty and segregation when she was just a girl. In 1944, she received the highest award in Girl Scouting that is now known as the Gold Bar. She was the first African-American in Maryland to receive that honor. This set the standard of excellence for all of her achievements, including developing and managing federal projects that have impacted large segments of citizens in the United States.

Dr. Johnson provided leadership and consultation for government programs, including several within Head Start and with the U.S. Consumer Product Safety Commission. She retired as the Director of Consumer Education at the Commission in 1991. She taught at several universities and colleges, including Howard University and Bowie State University, and served as a member of the Board of Regents of Morgan State University. Dr. Johnson has also served Zeta Beta Sorority for decades and is recognized as a national leader.

Elizabeth Fran Johnson has decades of service to many organizations that empower women and girls. She initiated the Legislative Agenda for Maryland Women while serving on the Maryland Commission for Women and as Chair of the Maryland Girls Agenda.

Dr. Johnson has been inducted into the Maryland Women's Hall of Fame and received Woman of the Year awards from national organizations on four different occasions. The National Coalition of 100 Black Women Baltimore Chapter recently awarded her its highest honor, the Jewel Award. She was also made an honorary citizen of the state of Alabama. She spends many Sunday mornings speaking from a pulpit, and has been a guest speaker on various occasions throughout the United States.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

It began as a Girl Scout when our scout leader required us to serve the neighborhood in which our church was located. We had to collect food and clothing for families poorer than ours. In addition, we were made aware of segregation of the races and boys seemed to be more revered than girls (in a subtle way). It was during this period of my life that I

decided to either be a teacher or a social worker. I was also determined to be "somebody" despite my race and gender – I didn't know how, but the determination was there.

Support and Barriers

Race, poverty, gender were the major barriers, but it was my mother who kept telling me you can do and be anything you want if you place your hands and self in God's hands; if you plan your life, and follow the plan; if you get a good education and be the best you can be; and never feel threatened by anyone; and above all believe in yourself (have confidence). She said never let a "failure" stop you from going where you want to go! That constant guidance and philosophy along with mother's statement, "Don't be afraid to knock on any door you think will get you to your final goal," supported me in accomplishing my goals (at least most of them).

Role Models

My mother was by far my role model and mentor. She was always positive, constructive, supportive, but she was a disciplinarian. She was a determined person who taught me "determination" and not to let "failure" or road blocks keep you down. Another philosophy she taught me was that problems have solutions and you should use your time to find solutions and not get "stuck" on the problem. If there is no solution then it's a fact and you learn to live with it.

Message for the Future

1. *Have an honest, respectable goal in life.*
2. *Get all the education you can, study hard, and do your best.*
3. *Learn to speak well and write well. Be very articulate.*
4. *Carry yourself with respect, confidence and faith.*
5. *Believe in God because through Him all things are possible.*
6. *Whatever you become – be the best you can be (as long as it is honest and does not hurt you or anyone else).*
7. *Dress for success – dress well – be clean and neat; not following fads.*

Additional Comments

At age 71, I am still a "woman on the move." In addition to serving on the Board of Directors of several agencies and/or organizations, I am President of the Baltimore Chapter of Zeta Phi Beta Sorority, Inc., a community service oriented organization, and I am in my third career as Corporate Vice President at Martin's Caterers – Maryland's largest catering establishment.

ALEX KAHOE
GOALIE, UNIVERSITY OF MARYLAND WOMEN'S LACROSSE TEAM

PROFILE

NOTE: In this women's history packet, Alex Kahoe is representing the University of Maryland Women's Lacrosse Team, which has won a record five consecutive national championships in the 1990's. This is the first team in Women's Division I lacrosse history to accomplish this.

Alex Kahoe is the goalie for the University of Maryland Terrapins Women's Lacrosse Team. In 1997 she was named the co-rookie and co-goalie of the year in the Atlantic Coast Conference, and in 1998 and 1999 was a NCAA (National Collegiate Athletic Association) All-Tournament Selection. She was named First Team All American in 1999 and is the University of Maryland's all-time saves leader, with 245 saves.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

I started playing lacrosse in sixth grade gym class. We were taught the basics and were given the choice to learn more about the game in seventh grade. In seventh grade we started playing at the intermural level and learned more about playing the game. In eighth grade, we started playing other schools. I have played the sport ever since. I continue teaching the sport to help pave the way for students to break new ground in lacrosse. I have worked at lacrosse camps, volunteered at lacrosse clinics and worked for a lacrosse equipment company. I hope to teach girls the sport at younger ages, which I think is great. Girls start now around the same age boys start participating in baseball little leagues, etc. There are more opportunities now that sporting organizations have made available to younger girls.

Support and Barriers

I have had some barriers with lacrosse as a woman. Some of those barriers have been lack of fans, lack of places to play, lack of options in terms of equipment. Basically, what it comes down to is that it's difficult to be a non-revenue sport, especially in women's athletics. Much equipment made for the sport is based on men's equipment, and not originally made for women. All of these barriers I have encountered have slowly made progress, but are nothing compared to the benefits given to men's basketball/football teams. My family as well as my team have helped pave the way for the sport, along with helping me accomplish my goals.

Role Models

As far as role models, I have had many such as my grandparents, and my mom and my dad. They were people I looked up to and wanted to be like as I grew up. It was difficult growing up a female athlete with not many women athlete role models. I have seen some professional women athletes in tennis, golf and gymnastics, although those sports are different then mine. This past summer I was able to see the Women's World Cup for soccer being played. It was amazing--women competing for the love of their game, looking to spread awareness and knowledge of their sport and themselves as top notch athletes. I can only dream of being in their position one day. Seeing them play made my dream closer to reality. It is also great to see the women who are the best in lacrosse play. Hopefully one day I will have the opportunity to be out there with them. I look up to them. I have seen them play since they were in college. They have worked so hard to be where they are today. I hope someday they can be where women's soccer was in the summer of 1999.

Message for the Future

Work hard, never give up, don't sell yourself short – always aim for the top, - or higher! Have fun, be young, goof around, dream. Respect people and earn respect. Take on challenges, always make yourself better. Experience life. Take opportunities and make opportunities.

BELKIS LEONG-HONG
GOVERNMENT SERVICE LEADER/ENTREPRENEUR

PROFILE

Mrs. Leong-Hong is the President of a small women-owned company, Knowledge Advantage, Inc., specializing in strategic business planning and delivering information technology and knowledge management solutions to commercial and government organizations.

She left the federal government in 1999, after more than 29 years of public service to explore new horizons in the private sector. She retired from the Department of Defense (DOD) with the rank of Deputy Assistant Secretary of Defense. She was the first career Asian American female to hold that rank, and during her tenure, she was the highest-ranking Asian American woman in DOD. Her responsibilities included budgetary oversight of Command, Control, Communications, and Computers and Intelligence programs, congressional relations, policy, and strategic planning. Since being selected as a member of the Senior Executive Service, she held numerous leadership positions in the Office of the Secretary of Defense, and was the first female Deputy Commander of the Joint Interoperability and Engineering Organization in the Defense Information Systems Agency. Her awards include DOD's Distinguished Service Award, Meritorious Service Award, and Professional Woman of the Year.

She holds a BA in Mathematics from Hunter College, and MPA from American University. She has also completed several executive leadership programs, including one in National and International Security Management at the JFK School of Government at Harvard University.

She is a community leader, holding leadership positions in both the corporate world and in civic and professional organizations. The latter include: President of Women in Technology (WIT), Senior Vice President of the Organization of Chinese Americans (OCA), Greater DC Chapter. She is a co-founder of the Asian American Government Executives Network (AAGEN).

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

I started my career as an entry-level mathematician at the then National Bureau of Standards (NBS), now known as NIST, before there was a formal discipline known as Computer Science. I spent my professional formative years at NBS, became interested in software, data information, and knowledge. During my years as a researcher at NBS, data software, software engineering and software management became my special niche of investigation. I was recognized by my peers for my contributions, especially in data management. I believe strongly in public service. After 30 years in the public sector, I reflect back on what made me stay in government, and concluded that it is the desire to

contribute to the public good, an interest in governance, and excellence in public service. I am now applying my knowledge and my interest in leadership to the world of the entrepreneur, and having a lot of fun in the process. I continue to help the younger generation through mentoring (either one-on-one, or in seminar or workshop fashion) and by example. My message is "If I can do it, you can too, and here is how . . ."

Support and Barriers

During the early years of my career, the biggest impediment or barrier I faced was getting internal recognition by my immediate supervisors. I received external recognition, but this did not translate into recognition back in the office. The publisher, John Wiley and Son, invited me to write a book on my area of expertise, and I subsequently published a reference text with them. I chaired technical and standard development committees and I contributed to the project teams far above expectations. But it took my changing jobs and changing agencies to begin to be recognized. Major factors in my later success at the Department of Defense were the unconditional support I received from my bosses, strong leadership, mentoring from my supervisors, and a strong network of friends across the entire Department and outside of the Department.

Role Models

I have quite a few role models from history, from literature, and from modern times - Contemporary role models include: Linda Renfro (a very successful businesswoman, one of the VERY few women Presidents at Lockheed Martin Corporation); Rona Stillman (an outstanding computer scientist and professional, and recently retired Chief Scientist at the U.S. General Accounting Office)
Historical figures: Eleanor Roosevelt, Mother Theresa of Calcutta
Literature figures: Don Quijote de la Mancha, FaMuLan

Message for the Future

Follow your dreams, and persevere! They are your dreams, and only you can make them true. So, in the face of obstacles or adversity, remember where you are going, and chart the course to follow. Take risks! Sometimes we are afraid to do something because we don't believe we can – so take stock in yourself, and BELIEVE . . . believe that you can accomplish anything you set your mind to do. Believe that there is always a way to solve a problem, believe you can do it!

Remember that the value of success is not to hoard the glory, but to share the fruits. And remember that when you have reached your pinnacle of success, remember to look behind you and lend a helping hand for those that follow.

Additional Comments

I believe in the strength of our youth, and I believe there is a time for taking and a time for giving. It is now my time for giving!

ANN F. LEWIS
COUNSELOR TO PRESIDENT CLINTON

PROFILE

Ann Lewis currently serves as Counselor to President Clinton at the White House. Ms. Lewis is Chairperson of the U.S. Government Working Group for the "Women 2000: Beijing Plus Five" Special Session of the General Assembly, and Co-Chairs the President's Commission on the Celebration of Women in American History. Ms. Lewis joined the White House staff in January 1977 as Deputy Communications Director, and served as Director of Communications from May 1997 through March 1999. During the 1996 Clinton-Gore Re-Election Campaign, Ms. Lewis was the Deputy Campaign Manager and Director of Communications.

She has served as the Political Director for the Democratic National Committee, the National Director of Americans for Democratic Action, the Vice President for Public Policy at the Planned Parenthood Federation of America, and the Chief of Staff to then-Congresswoman Barbara Mikulski. She has run two public affairs consulting companies, Politics, Inc., and Ann F. Lewis, Inc.

Ms. Lewis has represented the United States government on extensive international travel, and has taught a seminar at Harvard University's Kennedy School of Government.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way
I was fortunate to have parents who knew that government was important to our lives. Most of the dinner table conversations I remember were about what was in the day's newspapers, about what was happening in Washington and in local politics.

We didn't take democracy for granted. I understood that we were lucky enough to live in a country where everyone could participate in making the rules and choosing the leaders. So I certainly wasn't going to sit back and let other people make those decisions for me!

How did I first become involved? I just showed up and volunteered for the first campaign I could find. I didn't have a plan, because I had no idea what was possible. When I began in politics there were almost no women in visible positions of authority. That's changed, mostly because the women's movement encouraged women to bring their own expectations to their political choices.

I want to keep that change going. Whatever else I'm doing at the time, I work with other women to exchange information and ideas, and take time to speak to young women and encourage them to make the most of their opportunities.

Support and Barriers

I got involved in the women's movement because it was so clear that the goal – seeking equality for women in and through the political process – was so important. But it also turned out to have been of enormous help. The reason I was chosen the first women to be Political Director of the Democratic National Committee was that Democratic woman had made it clear they expected to see women among the party's senior staff. I did a very good job; but the reason I had the chance to do the job at all was the support of other women and the electoral facts of life.

Role Models

I'm still learning about the women who came before us – the women whose leadership and heroism made our lives possible: Harriet Tubman, Elizabeth Cady Stanton, Susan B. Anthony, Ida B. Wells, and Carrie Chapman Catt. And then there are the great women of our century: the trade union organizers, the women of the New Deal and the Civil Rights Movement. They were fighters and organizers, smart political strategists and powerful advocates.

We don't know enough about these women, because there is a gender gap in our history. But I try to learn as much as I can, and to build support for the study and celebration of women's history.

Message for the Future

- *Keep going. We have reached the point where there are no external barriers to women's advancement; the remaining barriers are internal. That doesn't mean they're non-existent; it means the most important steps we take begin with our own determination.*

- *Support other women. However smart and talented we are, none of us succeeds alone. We are building on the work and sacrifice of those brave women who came before us, and now it's our turn to pass it on.*

- *A sense of humor is a powerful and underestimated resource.*

Additional Comments

If you go back to the last century, when women first started organizing to win the right to vote, it was considered a radical idea. Then, when they succeeded, it was concluded that women's votes hadn't really made a difference. Now we know that women's votes can make the significant difference in elections, including Presidential elections, which means we can expect to be called radical again.

The fact is that the emergence of the women's vote is one of the most important changes in American politics in the last twenty-five years. It's the most powerful tool that any group of women has ever had to achieve change according to our values and our life experiences. How we use it is up to us.

JUDITH A. McHALE
PRESIDENT, DISCOVERY COMMUNICATIONS, INC.

PROFILE

Judith A. McHale is President and Chief Operating Officer for Discovery Communications, Inc. (DCI), the parent company of the Discovery Channel, The Learning Channel (TLC), Animal Planet, and Travel Channel. Ms McHale is responsible for overseeing all of the company's operating business units and is one of the highest-ranking women in media. Under her leadership, the company's flagship, the Discovery Channel, and its 14 other television networks reach 380 million subscribers in 147 countries. It has become the world's leading provider of quality nonfiction entertainment and information across all media platforms, allowing people to explore their world and satisfy their curiosity. Born of a lifelong desire to improve educational services in impoverished areas, she created the Discovery Channel Global Education Fund, a non-profit program that uses advanced satellite technology to deliver, free of charge, culturally appropriate informational programming to schools and communities throughout Africa and Latin America. Previously, Ms. McHale was executive vice president and general counsel for DCI. Before joining Discovery, Ms. McHale served as general counsel for MTV Networks. She began her legal career with Battle, Fowler L.L.P. in New York. She graduated from Fordham Law School in New York City and received her undergraduate degree with honors in Politics from the University of Nottingham in England.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

One of the first jobs I had was as a producer for a division of Columbia Pictures in New York, working on commercials and sales films. When I was in law school, I decided I wanted to combine my legal and business careers and work as an entertainment lawyer. I worked first at a law firm in New York, then at MTV Networks in New York, then moved to Discovery Communications in 1987.

Support and Barriers

There were no "barriers" that I was aware of. I have always been extremely lucky in working at organizations and for people who were supportive of me and my goals.

Role Models

- *All the women lawyers who preceded me in the historically male dominated legal profession*
- *Felicia Kentridge, a South African lawyer who was a mentor to me*
- *Hilary Rodham Clinton*
- *My mother*

Message for the Future

Always work hard, do something you love and always make time to spend time with your family and friends.

DOROTHY B. McKNIGHT
LEADER IN ATHLETICS AND PHYSICAL EDUCATION

PROFILE

Dorothy B. McKnight recently retired from the positions of President of Athletic and Sport Consultants, Inc. and Executive Director of the United States Women's Lacrosse Association. She is a native of the Philadelphia metropolitan area, graduating from Prospect Park High School. She received a B.S. degree from Ursinus College and a M.Ed. degree from Temple University. She took post masters work at the University of Maryland – College Park.

Her professional experience is long and varied and began with teaching and coaching positions at Interboro High School – where she coached field hockey, basketball and softball; Michigan State University – where she coached field hockey and lacrosse; and the University of Maryland – where Ms. McKnight coached field hockey and basketball and coordinated the women's athletic program, which included eight sports. Along with serving as the President of Athletic and Sport Consultants, Inc. and Executive Director of Educational Sport Institute, she was the Interim Executive Director of the National Association for Girls and Women in Sports for two different one-year terms and the Executive Director of the United States Women's Lacrosse Association.

Ms. McKnight's awards include: Outstanding Teacher of the Year Award from Eastern District Association, Maryland Association for Girls and Women in Sport Recognition Award for leadership, contributions, and service to women's sports in Maryland; William Burdick Award from Maryland American Alliance for Health, Physical Education, Recreation, and Dance; Presidential Award from the National Association for Girls and Women in Sport; Advancement of Women in Sport Award from Eastern Association for Physical Education of College Women.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

As a child I was very active playing many kinds of games. My brother taught me how to throw a spiral football pass! Later, my dad taught me to play tennis and golf. My hometown had a playground with a coach and a softball team that had games against other playgrounds, and a school with interscholastic sports for girls from grade 7 to 12. I loved it all! These opportunities led me to choose a college with a physical education major AND interscholastic athletics for women. Because of the degree I earned, I was able to teach physical education and coach at the high school and college levels.

The area in which I was raised and educated supported sports for girls and women. When I left that geographical area to teach and coach, I discovered that other states did not offer this opportunity to their students. I started teams and found other teams to play. There was never any difficulty in finding girls and women who wanted to play! After

Title IX, the federal law prohibiting sex discrimination in education was passed in 1972 I conducted workshops for teachers and administrators and consulted with school systems as to the most effective way to implement this new law which required equitable opportunity in education to both genders, including opportunity in physical education and athletics.

Support and Barriers

There were many barriers in physical education and athletics. For example, during my teaching career, women did not receive summer teaching positions because it was assumed that the men on staff had a greater need for the money. The lack of money and support for intercollegiate athletics for women was a greater barrier. When I first came to the University of Maryland to teach and coach, the women's field hockey team members were wearing uniforms which they had made themselves. The even greater barrier which we had to overcome was the belief that athletic competition was not necessary or "good" for women.

My support during this time was my belief, and that of my professional colleagues, that athletics offered positive experiences for women, and we did what was necessary to provide an intercollegiate athletic program for them.

Role Models

My mother taught me from an early age to believe that I could accomplish whatever I really wanted to do. I was strongly influenced by the following physical educators and coaches: my elementary school physical education teacher, Dorothea Freeman; my playground instructor, Florence Jackson; my junior high school teacher and coach, Nada McBreaty; my high school teacher and coach, Dorothy Plantholt; and my college professors and coaches, Eleanor Snell and Jenepher Shilllingford. These women provided me with the opportunity to compete in sports, but also influenced me to the extent that I have always felt the responsibility to pass on to my students the chance to excel. They paved the way!

Message for the Future

Just as you can see by reading my brief comments, times have changed rapidly for girls and women in athletic competition. This has been and will continue to be true in every area of life. So if you see a need, fix it! Don't be discouraged at initial failure because perservance can be the answer to success. Be true to your beliefs. Enjoy life.

Additional Comments

I believe that my career spanned the most interesting and positive growth period my profession has ever seen. From no athletic teams in most high schools and colleges to a variety of sport opportunities including college scholarships. Implementation of Title IX and the level of acceptance has increased many fold; however, I would never cease to protect these hard-won advantages. Without nurture, they may lessen – don't let it happen!

JESSICA E. MEALEY
STUDENT LEADER IN THE ARTS

PROFILE

Jessica Mealey is a thirteen-year-old, eighth grade visual arts major, attending Thomas G. Pullen Arts Magnet School in Landover, Maryland. She is an honor roll student and has been interested in art most of her life. As a member of the National Junior Art Honor Society at her school, she participates in art projects whenever possible.

In addition to art, she takes part in local community activities. Jessica volunteers at the Greenbelt Adult Day Care Center, Greenbelt Art Center, and the Greenbelt summer camps to give back to her community. Her other interests are computer graphics, photography, drawing, painting, sculpture, fashion design, and creative writing. She also enjoys cooking, shopping, babysitting, and listening to music.

When she was in the seventh grade, Jessica won the Gold Key Award in the 1999 Regional Scholastic Exhibition titled "Arts for Change," where she competed against 3000 students on a middle and high school level. She then went on to win a Silver Award in the 1999 National Scholastic Art Competition for computer graphics. Her work has been displayed at the Maryland State Department of Education. She has also won 2nd, 3rd, and 4th place awards for pastels, photography, and sculpture in local community art shows for the last three consecutive years, and 2nd place in the Middle School Science Fair in 1998.

Jessica was appointed as a member of the Greenbelt Youth Advisory Board for 1999 – 2002. This board seeks solutions to children's problems and reports them to the City Council. As a member of "Teen Court" located at the Prince George's County Courthouse, she has participated as a defense attorney and will take part as a clerk, prosecuting attorney, and juror in future court proceedings.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

My love for art started in my elementary school years. My talent has grown and was influenced by my middle school arts teacher, Mr. James Lipiano, when I became a Visual Arts Major at Thomas G. Pullen Arts Magnet School in 6th grade.

I believe I have paved the way for others by winning a National Award for Computer Graphics (and demonstrating the procedure) at Surrattsville High School in Clinton, Maryland, when I was in seventh grade. This award is rarely given to middle school students.

Support and Barriers

It may be because of my age that I have yet to encounter any real barriers or hindrances in visual arts. My family and teachers support my efforts to be innovative and challenge me to accomplish my goals. Their support gives me the confidence I need to show my art and to enter state and national competitions.

Role Models

My role models are Mary Casatt and Georgia O'Keefe. I admire Mary Cassatt for her boldness and independence for women of the mid to late 1800's. It could not have been easy for her to leave the United States and move to France to follow her dream of painting, especially working in a new medium of Impressionism. I appreciate Georgia O'Keefe because she was a creative and active artist all of her life. When she was 62 years old, she painted a series of desert flowers and scenery that is her most recognized and valued work. These two great American women "paved the way" for me (and many women and men) by being able to step out of their traditional female roles and follow their dreams. They were both bold and they were not afraid of going places and doing things that other people probably thought were a bit odd. Mary Cassatt was a pioneer who brought impressionism art to the United States. She was probably thought of as a rebel and had no fear in working with the renowned artist of her time, Degas. Georgia O'Keefe was blessed with a talent that she was able to pursue her entire life.

Message for the Future

The advice I would give to young people for the future is to express yourself in a way you are good at and like doing. Try to be aware of your strengths and use them to achieve your goals. I enjoy doing art for fun and believe it can bring about change. Art, as a hobby or occupation, can help people express themselves and come to understand a new way of viewing their lives. As an 8th grader, I would tell young people to become focused on how we can make our lives better. I use art as a way of communicating, and I would encourage others to find a positive way of communicating – hopefully it would be through the arts.

PAULINE H. MENES
MARYLAND STATE DELEGATE

PROFILE

Politician, civic activist, wife and mother, Pauline Menes has successfully balanced a challenging career and community service with family responsibilities. A member of the Maryland House of Delegates since 1966, she has championed many legislative initiatives on behalf of women, young people, minority populations, senior citizens, and disabled and disadvantaged individuals. She has led successful efforts to improve the criminal justice system and strengthen laws against domestic violence, as well as enhance child abuse prevention programs, alcohol and drug abuse services, mental health programs, and public support for the arts. Her leadership and expertise led to her position as president of the National Order of Women Legislators in 1979.

Pauline was one of the first Maryland legislators to advocate laws on behalf of senior citizens. She was selected to serve on the Maryland Commission on Aging in 1975. In 1983, she was honored with a special award presented by the United Seniors of Maryland for her "dedication to the cause of the elderly in passing beneficial legislation . . . ."

An avid promoter of the arts, she supported the first task force on the arts in Maryland, precursor of the Maryland State Arts Council. She was appointed to the Council in 1968. She has received the United Nations Association Distinguished Service Award and has been inducted into the Hunter College Hall of Fame, and the Prince George's County Women's Hall of Fame.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

It was made clear to me that if I wanted any expanded services for my community, it would be necessary to participate in the election process. When I had an opportunity to run for office I took the chance to be a candidate, determined to get programs that were needed. As a candidate, I spoke about these needed changes which I supported. The public agreed with me and gave their support. I, therefore, got elected to the House of Delegates in 1966, when there were very few women holding electoral office. Women were just beginning to realize that they could run and win elections if they organized their support and ran good campaigns.

It is important to me that young women run for office, and so over the years, I have spoken to young people, encouraging them to follow my lead and enter a very exciting and fulfilling role in public office.

Support and Barriers

There were many barriers to my ambition to be an elected official. The difficulty of explaining how you could be a wife and a mother, and also be out of the home working was a major barrier in 1966.

Because very few women were in the work force, I had a lot of women friends and supporters who volunteered to work in my campaign. They were very significant in my decision to run, and then to be successful in the election campaign.

Role Models

I greatly admired Eleanor Roosevelt and considered her a distant mentor even though my ambitions were to serve at the federal level. She was a true inspiration to many women to enter public service.

Message for the Future

Many young people do not know the history of the struggle for women's rights and are not even familiar with the long fight to get voting rights. It is, therefore, very important that this history be taught so that young people can join in moving us forward. There are still many areas of inequality that need to be addressed, and it will be in the hands of young women and men to keep working on obtaining equality for both sexes finally. Social change is not easy, but if young people set this as their goal, it can and will be done to the benefit of society.

Additional Comments

Our form of government is based on an educated population that participates in the setting of policy through the electoral process. They must be educated in the issues to be decided upon by their elected officials. Unfortunately, many people do not realize how responsive their elected officials would be if their wishes were known. If young people do not participate fully, our form of government is in serious jeopardy.

CHERYL D. MILLS
LAWYER/DEPUTY ASSISTANT AND DEPUTY COUNSEL TO PRESIDENT CLINTON

PROFILE

Cheryl Mills graduated from Eleanor Roosevelt High School in Prince George's County, Maryland, attended the University of Virginia and graduated Phi Beta Kappa in 1987 with a degree in economics and philosophy. Ms. Mills is a 1990 graduate of Stanford Law School, where she was elected to the Law Review. In her third year, Ms. Mills co-chaired the Third National Conference on Women of Color and the Law.

During law school, Ms. Mills co-founded DCWorks, a non-profit organization devoted to the academic enrichment and interpersonal development of underprivileged rising senior high school students of color. DCWorks' mission is to help these students achieve their dream of a successful four year college experience. Ms. Mills continues to be active in DCWorks.

From 1990-1992, Ms. Mills worked at the Washington, D.C., law firm of Hogan & Hartson in the Civil Rights and Education Litigation Department. Ms. Mills represented various school districts seeking to implement the promises of Brown vs. Board of Education. In 1992, Ms. Mills joined the Clinton/Gore Campaign in Little Rock, Arkansas, ultimately serving as Deputy General Counsel of the Clinton/Gore Transition Planning Foundation.

In 1993, Ms. Mills returned to Washington, D.C., to serve as Associate Counsel to the President. As Associate Counsel, Ms. Mills handled ethics issues, D.C. court selections, 25th Amendment issues, pardons, appropriations matters, travel issues, and congressional investigations. In 1997, President Clinton appointed Ms. Mills to be Deputy Assistant and Deputy Counsel to the President.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

As a fifth grader, I knew that I wanted to be a lawyer. My family is military and I grew up in Germany, Belgium, and the United States before we settled in Fort Washington, Maryland. Living in Europe and on military bases provided me with many associations and with people that related well to one another without regard to race. I grew up believing the world had the capacity to be fair and balanced, if given the right environment and opportunity. I thought lawyers made the world fair. Graduating from Eleanor Roosevelt High School was one of my most challenging and rewarding education experiences.

I help "pave the way" by doing the best job that I can and serve as a role model to students and professional women. Education is very important. It is so important that I

co-founded DCWorks, a non-profit organization devoted to the academic enrichment and interpersonal development of underprivileged rising senior high school students of color attend college.

Support and Barriers

I am dedicated to doing a good job. As some co-workers would agree, I insist on accuracy and completeness. I have enjoyed working with many intelligent and strong women, and I appreciate the way women think, problem-solve and support one another. Sometimes when opportunity is presented, some risk may be involved and must be considered. I accept challenge and have benefited by my decisions, such as leaving a prestigious Washington law firm to join Bill Clinton's pre-election campaign. This paved my way to the White House and new experiences.

Role Models

Michael Jordan inspired me because he is wonderful at his profession. I have a poster of him in my office as a reminder.

My mother inspired me to be upbeat by saying, "You can get something that is hard done, but you may as well be in a good mood while doing it." I remember this in difficult times.

Message for the Future

My advice would include: Be true to yourself; Prepare for challenges through education; Take advantage of opportunities; Do the best job that you can; Surround yourself by positive thinking people; Accept responsibility for your actions; and Help others along the way.

NANCY NAVARRO-LAURENT
PILAR TORRES
LATINO COMMUNITY ACTIVISTS
CO-FOUNDERS, INSTITUTE FOR FAMILY DEVELOPMENT

PROFILES

Nancy Navarro-Laurent and Pilar Torres are the co-founders of the Institute for Family Development.

NANCY NAVARRO-LAURENT
Nancy Navarro-Laurent was born in Caracas, Venezuela. She first came to the United States with her family and returned to Venezuela in 1977. After completing high school, she returned to the United States to study Psychology at the University of Missouri-Columbia, where she received a Bachelors degree in Psychology in May 1987.

Nancy's work has always been in the area of social services delivery to various populations. She operated a Family Child Care program for three years in order to care for her own children. This latest experience served as a platform for the founding of The Institute for Family Development. Nancy's other areas of interest include Latin American International Development, U.S. diversity issues, and Afro-Latin influences.

She is married to Reginald Laurent, and has two daughters, Anais and Ena Isabel.

PILAR TORRES
Pilar Torres was born in Bogota, Colombia, South America, in 1965. She spent her childhood living in various places in the United States, Latin America, and the Caribbean. Pilar studied Education and Counseling both as an undergraduate and graduate, at Penn State and the University of Missouri-Columbia. She moved to the Washington, D.C. area in 1988 and has worked as a therapist/case manager in various agencies in Montgomery County and D.C. (YMCA Youth Services, Latin American Youth Service and Montgomery County Mental Health). She also completed a two-year externship at the Family Therapy Practice Center. She has worked as a parent educator and has developed Latino parenting initiatives. One of her greatest interests is in mother-daughter relationships and building on this powerful dynamic. She has worked as a consultant for an American Association for University Women Latino Mother-Daughter Project, and has also been a guest speaker at the Latina Youth Empowerment Conference. In 1992, she co-founded the Hispanic Mental Health Network, a support group for Latino Mental Health/Social Services professionals.

After many years of working with troubled youth, she became involved with her friend in the founding and development of the Institute for Family Development. Their hope is to

support families with young children and address problems from a primary preventive perspective. Pilar is very interested in issues of diversity, acculturation and immigration.

Pilar has two children, Diego and Helena, and lives in Rockville, Maryland. She is a devoted fan of children's literature and is secretly writing a book for her children.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way
As co-founders of the Institute for Family Development, our mission is:

1. *To empower Latino women to become small business owners by becoming licensed family day care providers.*

2. *To promote the importance of early childhood education and quality child care in the Latino community.*

The Institute for Family Development is based on a philosophy of mentoring and partnership that supports women in the process of becoming high quality child care professionals. We strive to form personal relationships with our participants.

We met in college over 15 years ago, and have always shared an interest in multiculturalism, social and economic empowerment of immigrants, and issues that affect working women. Nancy ran a family day care for three years, and Pilar has worked for the past ten years as a family therapist/case worker with emotionally impaired families and youth.

We have experienced first-hand many of the issues confronted by immigrant Latino women. Our personal and professional experiences forged a commitment to work with children at a primary prevention level, and to support the development of healthy, safe, and economically secure families.

Support and Barriers
Funding: Although we have been able to clearly document the need and the benefits of our program, it has been a great challenge to find ways of funding our services. We have learned that the most efficient way of soliciting funds is through partnerships and collaborative efforts. We have made significant strides, and we hope to continue evolving in this area.

Support: We have been friends for many years, and this foundation has been crucial in achieving our goals. Our strengths are well complimented and matched. Nancy's husband, Reginald Laurent, has been a great mentor and "benefactor." Fortunately our ideas and programs have been well received by the child care professionals in Montgomery County, and we have been able to become members of this working group very quickly.

NANCY NAVARRO-LAURENT AND PILAR TORRES
(Continued)

Role Models

In college, we had a wonderful professor, Dr. Lois Bryant, who became our mentor and friend. She introduced us to the field of multicultural studies and the importance of racial and ethnic diversity. We dedicate our work to her memory.

Pilar's mother, Amparo Torres, is a great source of inspiration. She is a role model of enthusiasm, energy and commitment. By example, she taught us the adage: "you can have it all, but not at the same time." She raised her children and went back to college at 40. She is an extraordinary mother and professional.

We have been inspired by our mothers (Mina Navarro), grandmothers (Fortuna Aponte, Helena Williamson, Maria Anjel, Ines Arciniegas), our sisters (Juanita Torres, Nandred Navarro-Philogene, Aldred Navarro), our babies (Anais and Isabel Laurent, Diego and Helena Torres), our friends, and historical figures from our Latin American history like Maria Lionza, and Mauela Saenz. We are both great lovers of Latin American literature and writers like Isabel Allende and Sandra Cisneros, have been very influential.

Message for the Future

1. *WE MUST TAKE CARE OF THE CHILDREN*

   We are morally and spiritually mandated to nurture and protect the children. The investment in children today is the best guarantee for a successful tomorrow.

2. *WE MUST ERADICATE HATE*

   The next millennium is a time for commonality and inclusion. We need to create bridges and alliances to uphold the contribution of individual groups while we promote our oneness as human beings.

3. *THE IMPORTANCE OF FRIENDSHIP*

   Women should be each other's greatest source of support and strength. Young women must stand by each other and honor their femininity and power. Friendship is a process of acceptance, trust, honesty and love, through good times, but especially through difficult moments.

CAROL S. PEARSON

HUMAN AND ORGANIZATIONAL DEVELOPMENT CONSULTANT/WRITER AND EDITOR

PROFILE

Carol S. Pearson, Ph.D., is the President of CASA: Center for Archetypal Studies and Applications in Maryland; the Senior Editor of *The Inner Edge, a Resource for Enlightened Business Practice, a newsletter/magazine on consciousness and business;* and the author of the *The Hero Within: Six Archetypes We Live By, Awakening the Heroes Within, 12 Archetypes to Help Us Find Ourselves and Transform Our Worlds, Magic at Work: Creative Leadership and Everyday Miracles,* and *Invisible Forces: Harnessing the Power of Archetypes to Improve Your Organization.* She is also the co-designer (with Hugh Marr) of the *Pearson-Marr Archetype Indicator*, an instrument that helps people understand that they are heroes on a journey and to determine what stage of the journey challenges them at the present time. Her books have been translated into seven languages. In addition, she is co-editor of *Educating the Majority: Women Challenge Tradition in Higher Education* (with Donna Shavlik and Judy Touchton) and a faculty member at the Saybrook Graduate School.

Prior to 1975, Carol Pearson taught in the English Department of the University of Colorado, where she developed a popular course on women in literature. Galvanized by the women's movement, she went to the Dean and asked for the University to institute a women's studies program. She became the chair of that program and later served as Director of Women's Studies at the University of Maryland at College Park. She also served as Vice President of Academic Affairs at Goucher College, and the Dean of the Institute for Women and Work at Mt. Vernon College.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

In graduate school, I read Joseph Campbell's book, ***A Hero with a Thousand Faces*** *and began to realize that everyone is a hero or heroine on a journey. We all matter equally and we all have problems (dragons) to overcome and gifts (treasures) to find and then share with others. It concerned me that people, especially young people, underestimate their potential importance. They think they are just ordinary and only extra-ordinary people are important. As a result, they do not become everything they are capable of becoming. I got involved in women's studies as a way of helping women value themselves as women so they could have the self-esteem to be true to their best selves. Later, I realized that men have similar issues and that for either men or women to maximize their potential, we need to develop schools and workplaces that truly value each person. Over time, then, I started doing organizational consulting and editing a business publication which allows opportunities for both renown and up-and-coming individuals to share their insights with the growing community of people who are committed to bringing their whole and their best self to the workplace. We like to think of this as building a conspiracy of hope.*

Support and Barriers

I've been very fortunate to have had wonderfully loving parents and a very supportive husband. Along the way, I was also helped by a number of people who wanted me in particular (and often women in general, as I was coming through catching the 70's wave of feminism) – to succeed. Of course, not everyone felt this way. When I was establishing my career, it was not yet assumed that mothers would have careers or that it was appropriate for women to move into fields previously dominated by men. I, therefore, had barriers that were usual for the time – being turned down for admission to graduate school (the first time) because I was a woman and would likely get married, being treated as either lesser or invisible in some work settings, and having my job threatened if I did not "give up this feminist nonsense." I suppose what supported me at the most difficult times was a strong spiritual sense of calling – that I had work that is important for me to do.

Role Models

I've always had great role models. There are so many if we just look around. As a child, I had two wonderful adventurous aunts. Where I went to college, the Dean of Women was the only female administrator, and although I did not know her, I'm sure her example helped me imagine myself as a women's studies director. At an important time in my life, a psychologist colleague sat me down and told me that I had potential, a gesture that helped me move beyond my natural shyness (and that I have made a point to pass on to other up-and-coming women). As a writer, the example of artist Georgia O'Keefe has strengthened me, as has learning about the long line of activists whose struggles have made possible the rights most women now simply take for granted. Then, of course, coming up in a generation forging lives drastically different from our mothers, I have learned so much from peers as we struggled to "figure it out" on our own and together. I've noticed that anytime a friend figures out something new and acts on it – whether it is the solution to a practical issue of juggling multiple responsibility, or thinking in a more liberated way – their knowledge is contagious. I think of this as a kind of positive "virus."

Message for the Future

This is a very critical time in human history. Many people feel that they are victims of history while others feel justified simply acting out of greed to get as much for themselves and their families as they can. We are all already creating the new millennial future by the decisions we make every day about how we live our lives. If you are a decent, caring human being, you are "voting" by your actions for a decent, caring world. If you trust your talents and desires, and develop your own potential, you are committing to doing your part to make a real difference in the world. If everyone did so to the best of their ability, many of the great problems of our time would be solved. Anytime you are in a quandary about what to do, stop and think about which action best furthers your vision for the world. If you do this, you will not go wrong. I wish that when I was growing up I would have had access to the rich legacy of the accomplishments and insights of women coming before me. I'm not sure that I would have done anything very differently, but the experience of doing it would have been less bumpy and difficult.

MITZI PERDUE
COMMUNICATIONS LEADER/ENVIRONMENTAL JOURNALIST

PROFILE

Mitzi Purdue currently writes a syndicated weekly column, *The Environment and You*, for 280 newspapers serviced by Scripps Howard. In the past, she has produced and hosted more than 400 half-hour television shows for her weekly series, *Country Magazine*, broadcast on Sacramento's CBS affiliate, KXTV. Her syndicated television series, "Country Comments" aired twice weekly for two years on 76 stations.

Mrs. Perdue is the Past President of the 50,000-member American Agri-Women, and she has served on the Board of Visitors, University of California at Davis Medical School, the Defense Advisory Committee on Women in the Services, and was a U.S. Delegate for the United Nations Conference on Women. She received the *Woman of the Year Award* from the Maryland Federation of Business and Professional Women, and the *Governor's Citation for Outstanding Service*.

Mrs. Perdue holds a Bachelor's degree in Government from Harvard University and a Master's degree in Public Administration from George Washington University. She is married to Frank Perdue and has two sons, Jose and Carlos Ayala.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

My field is environmental journalism, but I got into it by a round about way. I started out as a rice farmer in California, which was an interesting job because at that time, there were 5,000 male rice farmers and less than 10 female. Because I was in a nontraditional job for women, I was invited to be a guest on a farm show, and ended up becoming the host of it. Being a farm broadcaster was also a nontraditional role; the National Association of Farm Broadcasters had 750 members and only three were women. That led to a job as a syndicated columnist, which I still have today, working for the Scripps Howard News Service, the second largest syndicate in the United States. My column goes to 280 newspapers.

As for paving the way, I've always tried to encourage other women to work in the field they love, whatever that field is, because life is a lot more satisfying if you love your work. To pursue encouraging women in this, I joined the 50,000 member American Agri-Women and eventually became president. During my two-year term, my focus was on helping women develop the skills they needed to be leaders in agriculture, such as speaking, writing, organizing.

Support and Barriers

My biggest support in all the activities that I've engaged in is other women. I heartily encourage other women to join women's groups or even form one in order to get a network of support. Some women may have the natural self-confidence to do it on their

own; I didn't. I don't think I'd have made it without the encouragement of my friends in the Business and Professional Women's clubs or American Agri-Women.

As for barriers, I have a stubborn streak that will not recognize barriers. I see myself as a steamroller and the barriers are little tiny mosquitoes stuck in the tar in front of me. This is, I've got to emphasize, not a realistic appraisal of things, it's an attitude.

Role Models

I admire Eleanor Roosevelt for her ability to transform herself from a shy, insecure girl to a powerful woman who used the immense communication skills that she developed as a force for good. I admire Mother Teresa for her belief that, "It is immoral to be discouraged by the magnitude of a problem; the good that we can do, we must do." I admire my late mother for her wisdom in saying that, "If you want to be happy, think what you can do for someone else. On the other hand, if you're in the mood to be miserable, think of what other people owe you."

Message for the Future

The best message I can give to young women who want to work in nontraditional jobs is, "Please think of the women who come after you. Do your job so well that you'll have made it easy for the next woman to get a job in your field. Do your job so well that people will want another woman in that job."

Additional Comments

Ninety percent of the happiness or misery that you'll experience in life will stem from two decisions that you make while you're young: who you marry and what your career will be. When you're making these decisions, think as long term as you can. I'm not going to advise on romance (although I think that's a desperately important subject), but for a career, stay in school, take the hard courses, invest in yourself. You're worth it. You're really, really, really worth it!

MELANIE C. PEREIRA
DIRECTOR, HOWARD COUNTY DEPARTMENT OF CORRECTIONS

PROFILE

Melanie C. Pereira is currently the Director of the Howard County Department of Corrections. Prior to this appointment in 1997, she was Deputy Commissioner for the Maryland Division of Corrections and also served as Warden of the Maryland Correctional Institution for Women. She began her career with the Division of Corrections in May 1975 as a correctional officer.

Director Pereira received her Juris Doctorate Degree from the University of Baltimore School of Law and is a member of the Maryland Bar. Ms. Pereira also received her Bachelor of Science Degree in Criminal Justice at the University of Baltimore, graduating Cum Laude. Throughout her career, Director Pereira has established numerous partnerships with governmental, public, and private entities to provide equality and parity in programming for incarcerated women and improved services to help inmates transition back to the community and enhance their ability to succeed and not return to prison.

Director Pereira's awards and honors include: University of Baltimore Alumnus of the Year, Department of Public Safety and Correctional Services Citation of Exemplary Service and Meritorious Performance, and the Women's Law Center Dorothy Beatty Memorial Award in Recognition of Outstanding Contribution to the Advancement of Women's Rights in Maryland. She is involved in numerous professional activities and serves on many boards.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

Since I was very young, I was always interested in law enforcement. My original intention was to become a police officer, however, I gravitated toward the corrections field because I needed money to complete my college degree and jobs were available. I was hired as a Correctional Officer and worked full time and attended college full time. Shortly thereafter, I realized that I enjoyed working in corrections and could make a difference in people lives. I have since dedicated my life's work to this challenging and interesting endeavor.

When I began my career in 1975, women were just starting to "break into" this traditionally male dominated field. It was an excellent opportunity to be a part of the changes and advancements of this vocation. In 1983, I returned to school to continue my formal education by attending the University of Baltimore School of Law at night and graduated in 1987.

Throughout my career I have believed in the importance of providing equality and parity in programming for women who are incarcerated while recognizing the need for specialized programming given that 80% of the women incarcerated are single mothers. Numerous partnerships with public and private organizations have led to innovative and creative programs for inmates. Some of these programs include the Girl Scouts Beyond Bars Program which provides a unique mother-child visitation program and established the first girl scout troop which consists of daughters of incarcerated women in prison, counseling programs for men and women who have been battered or batterers, support groups for inmates who are HIV positive, and life skills, education and employment preparedness programs.

Support and Barriers

As human beings we have the innate ability to overcome adversity. Barriers occur if we allow them. We can take steps to overcome whatever obstacles are in our path by being positive, goal oriented, flexible, patient and persistent. Education, compassion, common sense, hard work, focus, a sense of spirit and humor and doing more than what is expected are the greatest tools in overcoming any obstacle. Connections with family, friends and community keeps one grounded and balanced in life.

Role Models

I have been fortunate throughout my life to have had good mentors and role models, professionally, personally and academically.

My parents were my first role models. Both worked hard and instilled in me the work ethic I have today. They were positive and supportive and allowed me to develop to the "beat of my own drummer."

There are a number of historical figures who also serve as role models: Eleanor Roosevelt, John F. Kennedy, Jr., Billie Jean King, Susan B. Anthony, Shirley Chisholm, Barbara Jordan, Babe Didrikson Zaharias and Martin Luther King, Jr. to name a few. The list is endless. These were individuals who were trailblazers and pioneers in their own right, who believed in the power of the human spirit and the ability and right of every individual to be equal and excel.

Message for the Future

Young people have the ability to control their own destiny by the choices they make. Life is not always easy and dreams, goals, accomplishments and successes do not occur overnight. Be patient but persistent. Make positive and good choices even if they are at times not the popular thing to do. Continue your education whether formally or informally, enjoy what you do, exercise compassion and caring, do your best and more than what is expected, treat others as you wish to be treated, have a sense of humor, have fun, admit your mistakes and learn from them, lead by example, and finally, connect with family and friends and give something back to your community.

ELIZABETH C. PROCTOR
NATIVE AMERICAN LEADER/EDUCATOR

PROFILE

Elizabeth C. Proctor is a member of the Piscataway Indian tribe of Maryland. Maryland is the traditional homeland of the Piscataway people. She has spent the majority of her life as a dedicated, innovative leader in service to students of diverse cultural backgrounds. Elizabeth is devoted to multicultural education as an avenue of ensuring educational experiences that enable outcomes of excellence/achievement, allowing students to see themselves in their school curriculum.

For 21 years, in her unique position as Director of the American Indian Education Program for Prince George's County Public Schools Elizabeth serves as a strong voice for the Indian community in Maryland and the nation. She has developed model programs that have been used nationwide and has conducted numerous workshops providing teachers, counselors, and administrators with current, authentic information and resources that reveal how the social, cultural, and political practices of American Indians transformed world cultures.

Her work with federal/local government agencies, and tribal communities has led to the establishment of continuing programs offering academic funding and vocational training to Native American youth.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

I have been a strong advocate for the introduction of cultural relevance in educational environments and have designed educational projects that combine cultural, traditional and contemporary values.

I developed a "Living Classroom Experience" on Native American lifeways and serve as a cultural interpreter while conducting presentations on American Indian contributions, history and science for thousands of local primary/secondary students. This project is a collaborative effort with the Piscataway Indian Museum and Educational Center located in Brandywine, Maryland.

My work includes mentoring Native American students in programs such as Headlines Indian Health Career program designed to increase the science and mathematics backgrounds and communication skills of American Indian students, American Indian Science and Engineering Society (AISES) a scholarship program, and the Native American Technical and Office Experience (NATOE) program – the first internship program in the nation to expand career choices for Native American students in the field of science at NASA.

In 1999, I had a long-awaited dream come true in the form of a conference in which American Indian professionals, storytellers, performers and war heroes from across the country came together to share their stories and experiences with teachers, parents and administrators. I was proud to direct this highly successful "The American Indian Experience and Legacy" 3-day multicultural Summer Institute, presented jointly by Bowie State University and the Prince George's County Public Schools.

Role Models

While in high school, I was deeply impressed by a high school substitute teacher who enriched our history lessons with her personal accounts and experiences from her childhood. She brought in artifacts, told stories and sang beautiful songs of the lives of her family members from slavery to freedom. I had a dream that one day I would tell the story of my people in much the same way. I was able to realize my dream from my work with students and teachers throughout my career.

Message for the Future

The importance of having a dream to guide you through life is explained within the Indian culture through a very old and uniquely Ojibway Indian item called a dream catcher. It is said to probably be thousands of years old. It helps Ojibway and other American Indian people deal with life through all types of dreams. It is believed that the night is filled with dreams – good and bad dreams. Good dreams enter the center hole to the dreamer on the other side. Bad dreams, not knowing the way through the inner circle of the dream catcher become entangled in the web of the dream catcher, and are destroyed with the morning sunlight of the new day. It was believed that good dreams have a special relationship with Indian people and communicated to the dreamer ways to protect the people who wanted to use good dreams to better themselves and their communities. It was believed that dreams educated the dreamer about the future, and how to lead a good life.

I say to young people as we enter the new millennium to hold on to your good dreams and through perseverance in your studies and belief in yourself, you can make your dreams come true. "To Pursue a Dream is to Touch the Wind – and fly on the Wings of an Eagle" . . .

CAROL REED
TEACHER/EQUITY ADVOCATE

PROFILE

Carol Reed, 1999-2000 Talbot County Teacher of the Year, Equity Advocate, and an English, creative writing, and drama teacher at Easton High School in Easton, Maryland, has been teaching since 1983. She earned her B.A. from Goucher College and her Masters degree from Johns Hopkins University. Before teaching in Easton, she produced school literary magazines, and directed plays and musicals in school and in the Baltimore community. She also directed statewide drama/literature workshops and coordinated the University of Maryland's CAST (Center Alliance for Secondary Teachers and Texts) program. She is a published writer, and has facilitated workshops on the writing process throughout Maryland, including the Maryland Scholastic Press Convention. She was a writer-in-resident with the Center for Creative Writing and Humanities at Washington College, and her poetry was nominated for Baltimore's Artscape Literary Award.

Ms. Reed has had the honor of meeting Hillary Clinton after receiving the national Team Harmony Equity Award for her work with the Easton High School Roundtable, and the Easton Branch of the American Association of University Women (AAUW) recognized her with the Eleanor Roosevelt Award and the Myra Sadker Advocate Award. She has been listed in ***Who's Who Among American Teachers,*** and won MSTA's Dorothy Lloyd Wright Women's Rights Award. She also co-chaired the AAUW Eastern Shore's Girls' Summit, coordinated the Talbot County Equity Program and Sexual Harassment Prevention program, all while teaching and being a mom. She organizes and leads workshops for students and teachers on topics including: Minority Presence in Drama; Tolerance of Individual Differences; Sexual Harassment; and Gender Equity.

In her spare time, Carol Reed is a member of the Easton Branch of the AAUW, the National Coalition for Sex Equity in Education, and the Association of Supervision and Curriculum Development. She notes that her most rewarding job is helping her husband raise their five-year old daughter.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

Teaching has always been seen as a predominantly female field, but breaking ground in gender equity in the field is relatively new. At a time when many believe gender equity has been accomplished, it is difficult to convince colleagues, parents and even students that we have to be aware of the subtleties of discrimination. The best way to pave the way for anyone in any area is to be a role model. First, I look at the curriculum I'm teaching and make sure there are models for both genders. I make sure my methods of teaching are conducive to many learning styles, and I point out the subtleties of language and behavior that are discriminatory. Many of my drama productions are produced with an intentional message; such productions as "Only the Strong Survive" a play about

sexual harassment; "Tolerance of Individual Differences," and "Cultural Differences" are meant to make audiences think and take action in their own lives. I continually write grants to fight against gender miscommunication and sexual harassment. Starting countywide programs for these areas helps not only my colleagues, but also my students caught in difficult situations.

Support and Barriers

Everyone has barriers, no matter what gender or ethnic background. The first task is not to wallow in the barrier, move beyond it, and find solutions. Sometimes, I am my own worst enemy, so I work on having a positive attitude and turning disappointments into learning situations. I have learned that people often judge us quickly; it's up to me to convince them that they might misjudge me because of my gender, my look, and my background. Subtleties of discrimination are the most difficult to overcome and I have to evaluate if it is discrimination or my perceptions. This is the most difficult barrier. Not having money to implement programs has also been a barrier.

Knowing who to turn to and how to break through barriers helps. I have found funding for programs we didn't think could exist. I have found groups, such as the American Association of University Women (AAUW) and the National Coalition for Sex Equity in Education, who support my ideas. I have a supportive family who knows me and helps me through disappointments and celebrates with me in accomplishments. I break barriers by living my philosophy, rather than just talking about it.

Role Models

Role models and mentors are the best present you can give yourself. They don't have to be perfect. Each mentor gives something special. My parents and grandmothers were the first to have high expectations for me and set down a code of living for me. My three brothers were the first feminists I knew and told me I could make a difference. I am here for a reason. I believe them. My husband shares the daily workings of our lives so that we can create a world that will be better than when we entered it.

During my adolescence, women I had never met, except in the movies, reminded me I could be brassy and bold and make a difference. Katherine Hepburn, Bette Midler, and women film stars of the 30's and 40's were ahead of their times.

Today, close friends and family who know my strengths and weaknesses continually help me keep my optimism and perspective of reality. They are the foundation of my work.

Message for the Future

Stop waiting for tomorrow to make a difference. Make a difference every single day. Be a model. Do things because it's the right thing, not necessarily the popular thing. Find someone who knows you, the best and the worst of you, and will help you achieve your goals. And make sure you help someone achieve his/her goals. Don't forget to say, "thank you" and "I'm sorry," and really mean it.

NORA ROBERTS
WRITER

PROFILE

Any way you look at Nora Roberts' career, the fact remains that she is a publishing phenomenon. The objective view looks at facts and figures, and the numbers speak for themselves. There are well over 105 million copies of her books in print including 36 *New York Times* bestsellers. By the end of 1999, she will have 133 published novels translated in over 25 languages to her credit.

The subjective view is an emotional one. From the many fans who turn out at her book signings to those who chat with her online, the common theme is how Nora Roberts' books touched their hearts. *Publishers Weekly* put it best when they said, "When Roberts puts her expert finger on the pulse of romance, legions of fans feel the heartbeat." A reader at heart, Ms. Roberts remains committed to the loyal romance audience that welcomed her in 1981, while drawing new fans with her original paperback novels as well as her mainstream fiction titles.

All this success is the result of hard work and consistent excellence. Nearly twenty years ago, Nora Roberts was a stay-at-home mother with two small children living in Western Maryland. When a blizzard in February 1979 left her stranded at home for a week with no school, she searched for something to keep her sane. Dragging out a notebook and a number two pencil, she began to write down one of her stories that was running around in her head.

By the time her first novel, **Irish Thoroughbred**, was published in 1981, she already had three years of hard work behind her and several rejected manuscripts languishing in desk drawers. It was the combination of drive, discipline and desire that pushed her to continue to create.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

I'm a novelist. I grew up in a family of readers, so books and stories were always a part of my life. It never occurred to me, growing up, that I wanted to write because I thought everyone made up stories in their heads. One day during a snowstorm when I was trapped in the house with my young sons, I decided to pass the time by taking one of those stories out of my head and writing it down on paper. Immediately, I fell in love with the process of writing. Because it was something I very much wanted to pursue, I continued to write, even when those early manuscripts were rejected. If you want something bad enough, you can't give up. And you have to learn how to develop your skills.

My work is primarily in romance. Each writer has, must have, his or her own unique voice. By respecting the framework of my genre, yet taking some chances by shifting that

framework to suit my stories, my style and my voice, it opens up that area of fiction for other writers. Over the years, I've been involved in writers' organizations and have given seminars and workshops on the craft.

Support and Barriers

Writing, or any career in the arts, isn't one for someone looking for instant gratification or security. It is first a labor of love. Rejection is an ugly, difficult and natural part of the process. Certainly it's a barrier, but one that can only be overcome with tenacity. It is, however, also a term without gender. Men and women who write face essentially the same barriers and can enjoy the same successes. Romance fiction, however, is often dismissed by some, and often that dismissal stems from the simple fact that they are books written primarily by and primarily for women. Overcoming this takes time, and more it demands that we who write in this genre produce quality books, entertaining fiction that crosses through bias.

I've found tremendous support from fellow writers, the majority of them women. It's always comforting, and enlightening, to share difficulties and successes with those who understand what it is you do and wish to accomplish. In my area of fiction there's a wonderful organization, ROMANCE WRITERS OF AMERICA, which offers support, networking opportunities, information to writers, published and unpublished.

Still, at the bottom line, writing is a field that depends most heavily on the writer herself. We must be strong and determined enough to sit alone with the blank page, and tell the story.

Role Models

Certainly every author whose book I've read and enjoyed has been a role model for me. Knowing that each one sat down with an idea and crafted it into a story, just as I do, is inspiring. Every teacher who ever pushed me to learn, to finish an assignment, to do my best work, helped pave the way for me to become a writer.

Message for the Future

Dreams are so vital to the human spirit. If we don't pursue our dreams, we fail the dreams. More, if we don't commit to the sweat and the effort necessary to make them our reality, we fail ourselves.

Additional Comments

I think it's so important to support and nurture those who are coming behind us. To make strides and to do our best as an example of what can be accomplished. Part of that nurturing, even while offering a helping hand, is to teach the value of standing for ourselves.

VERA FOSTER ROLLO
AVIATOR/AUTHOR/PUBLISHER

PROFILE

Dr. Vera Prevette Foster Rollo is an aviator, author of numerous books, a publisher who established The Maryland Historical Press, and an artist (using the media of water colors and oil). She was an Associate Professor of History, Coordinator of the Aviation Program at Wilmington College (1977), and a World War II aviator who currently shares her talents part time at the College Park, Maryland, Aviation Museum. She graduated from high school in Salisbury, North Carolina, received her BA and MA degrees in American History and her Ph.D. in Educational Development, Policy and Administration from the University of Maryland. She was recognized as one of the "Women of Achievement in Prince George's County."

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

Aviation

Vera Rollo began flying at the tender age of nine in a plane she "built" herself. It was made of planks and burlap bags . . . and it never got off the ground (but she could smell an engine, felt the wind, and could see the mountains far below). When she was not dreaming about flying, she spent much of her time reading and writing in her journal – teaching herself to write.

She won her wings at age nineteen in 1943, earning her own way with her clerical skills. She logged a little flying time each week in a Piper Cub. While she was a file clerk at Morrison Field in the 1940s, she would watch the planes - propeller-driven B-29s, B-26s, B-24s, B-17s - embark for the European theater of war via the South Atlantic route. At Lantana Airport, Dr. Rollo found an instructor, Wes Jackson, and rented a Piper Cub. Eight hours of instruction followed – one-half hour a week – then in November 1943 her first solo! After that there were spins, maneuvers, and pilot's tests before earning her Private, Commercial, Seaplane, and Flight Instructor ratings in 1945. She worked as a Flight Instructor in Florida during the winters and at Hyde Field, Clinton, and at the Congressional Airport in Rockville and Freeway Airport in Mitchellville, Maryland during the summers. She has flown land and seaplanes (for 4,000 hours), Luscombes, Beechcraft Bonanzas, Pipers, Cessnas, Taylorcrafts, Mooneys, Vultees, Stearmans, Stinsons, and Aeroncas. Flying Stearman PT-17s (an open cockpit primary trainer) wearing a parachute, Dr. Rollo learned aerobatics! She mastered slow rolls, loops, eight-point rolls, and snaprolls. In the 1950s she flew in some airshows and air races.

Reading and practicing the art of writing filled her days when she was not flying. Her career experiences included working for the Civil Aeronautics Administration and on an aviation magazine in Washington, D.C. and as a lightplane news editor. Part-time, she was a flight instructor teaching members of a ten-member flying club at Congressional

Airport. In addition, she wrote free-lance articles for *Flying, Skyways, Air Facts,* and other aviation magazines.

Writing and Publishing

In the 1960s, Dr. Rollo began writing about Maryland history. When she found that her son was learning history from pamphlets, she decided to write a book – Your Maryland: A History. When no one was interested in publishing a book written by a homemaker she established her own publishing company, The Maryland Historical Press, in 1964. Since its founding, she has written and published textbooks on Maryland subjects for elementary and secondary schools including books on geography, Maryland's government, history of the Black experience in Maryland, a history of the American flag, and a history of U.S. Presidents and their pets. Books published by the Maryland Historical Press can be found in numerous state libraries and schools.

While she was an Associate Professor, she also wrote several college level aviation textbooks and biographies including Aviation Law: An Introduction (1979), Aviation Insurance (1987) and Burt Rutan: Reinventing the Airplane (1991).

Support and Barriers

The barriers I faced were just those of our current society in the 1950s and 1960s, which did not expect women to aspire to the best jobs. I accepted it, I expect, but felt that I could try at least.

Several historians helped me, retired Judge Lee Van Horn and others. Established historical groups were a bit doubtful of me and slow to accept my work, yet now, I believe that they do. The public schools and libraries have purchased thousands of books and I'm really proud of that. I try to make each book, each edition, and each printing, better than the one before it.

Role Models

My role model in flying as a flight instructor for nearly 50 years was Amelia Earhart.

My mother, Hilda Graf Prevette, was a woman full of energy, cheerfulness and optimism. I hope to be like her.

My grandmother, Sarah McNeil Prevette, was most loving, too.

Message for the Future

Even though discouraged, do keep trying at tasks that interest you. At least try it. Politeness pays. Good manners are not just frills but important. Never give up!

Additional Comments

Don't be afraid to try; if you don't succeed, keep trying; don't quit. It's a wonderful country!

GILA COLMAN RUSKIN
RABBI

PROFILE

After completing her undergraduate work, Rabbi Gila Colman Ruskin spent six years studying at Hebrew Union College. Upon graduation in 1983, she was ordained as one of the few women rabbis in the United States. She had been inspired by new opportunities open to women in the 1970's. She hoped to serve as a teacher, pastor, and spiritual leader as so many men had done for so many centuries. Rabbi Ruskin has studied at the rabbinical school in Jerusalem. While in seminary, she founded the Jewish Early Learning Cooperative, a day-care center for infants and toddlers on the campus of Hebrew Union College.

When she arrived in Baltimore in 1983 as a new rabbi, she became the Jewish chaplain at Shepherd Pratt Hospital and a counselor at Grace United Methodist Church Baltimore Pastoral Counseling Center. Also, since 1990, she has taught Bible to sixth, seventh, and eighth graders at Krieger Schechter Day School. She has been successful at balancing the creative challenge of working as a rabbi with the many rewards of being an active, involved mother. Currently, as rabbi of Congregation Chevrei Tzedek in Baltimore, she empowers others to use Jewish liturgy and Scripture as sources of strength and inspiration.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

When I was a girl of thirteen, I read publicly from the Torah scroll for the first time on the occasion of my Bat Mitzvah. I was inspired on that day to become a rabbi. At the time, there were no women rabbis who had been ordained, so my friends, family and my own rabbi smiled indulgently and chalked this up to my jousting with windmills. By the time I was ordained in 1983, there were already nearly 100 women rabbis. Clearly, many of us were inspired by the new opportunities open to women in the 1970's and we wanted to serve as teachers, pastors, and spiritual leaders of our community as men had for so many centuries.

Although I was not in the first wave beginning in 1972, when the first woman rabbi was ordained, I was a pioneer. After our first year of rabbinical school in Jerusalem, we studied in Cincinnati, Ohio for four years. My son, Sam was born during my second year of seminary and my daughter, Shoshana was born during my fourth year. My husband and I, along with seven other families founded the Jewish Early Learning Cooperative, (JELC), a day care center for infants and toddlers, on the campus of Hebrew Union College. I was the first woman rabbinical student to be pregnant, give birth, and nurse a baby while enrolled in rabbinical school. Sam and Shosh accompanied me each day and during lunchbreak, I played with them and fed them.

Since 1979, when JELC began, many children of rabbinical students, faculty and staff have attended and "graduated" at age three from this wonderful childcare center. Since JELC is a parent cooperative, I can say that I have diapered the (now grown) children of many of my colleagues and vice versa.

Support and Barriers

When I was ordained in 1983, I was the only member of my class who did not have a full-time job. As a family, we moved to Baltimore, my husband's hometown, so that our children could grow up near grandparents. Unlike most newly ordained rabbis, I wanted to settle in one community and stay. I wanted to work as a rabbi but I also valued the time with my kids, so I was not willing to work full time. At that time, 1983, there were no part-time positions for rabbis in Baltimore, so I "created" or patched together my own rabbinic program. I entered training to become a chaplain in a psychiatric hospital, and to become a pastoral counselor. This led to a very fulfilling career as the Jewish chaplain at Sheppard Pratt Hospital and a counselor at Grace United Methodist Church Baltimore Pastoral Counseling Center.

My children attended Krieger Schechter Day School, and I approached the principal about teaching in the newly established middle school. Since 1990, I have taught Bible to 6, 7, and 8th graders there and I love it!

The creative challenge of working as a rabbi while being available as a mother has led me to many rewarding opportunities and relationships.

I currently serve as the rabbi of Congregation Chevrei Tzedek in Baltimore. Much of my work in the congregation is "behind the scenes," facilitating and empowering the members of our community to take leadership roles in the prayer service and in presenting the "sermon" or leading the discussion on the Scripture reading. This model is well suited to me and to the congregation and provides opportunities for spiritual and intellectual growth. The Baltimore Jewish Healing Network was initiated by a friend and myself to provide resources and support to those coping with medical illness as patients and caregivers. Once again, our goal is to empower others to utilize our Jewish liturgy and Scripture as sources of strength and inspiration.

Message for the Future

Seek opportunities to bring Kedusha (holiness) to your world, whether it be by helping a friend or family member, giving of your time, resources, and presence to those who are in need, teaching and mentoring, working towards solutions of the problems of disease, depletion of natural resources, and violence or just acknowledging the intricate beauty of God's creation. Rejoice, as you strive towards fulfilling your potential as one created in the Divine Image.

TINA SATTERWHITE-SHORT
PARK RANGER/INTERPRETIVE SPECIALIST

PROFILE

Tina Satterwhite-Short has held many positions with the National Park Service, but none quite as rewarding as an Interpretive Specialist. Her responsibilities include planning, programming, and overseeing a variety of natural, cultural and historic events throughout the Washington, D.C. area that directly affect the lives of thousands of families, children and visitors from far and near, promoting unity between parks and communities.

Her mission is to bridge any gaps between people and their knowledge and understanding of the significance of our natural and cultural resources. She and her daughter, Kym Short-Elder, are the only mother-daughter rangers in the National Park Service.

Mrs. Short is the mother of two daughters, Kym Short-Elder and Nicole Short, and Auntie-Mom to a 16 year old niece, Sharee Satterwhite. She has two grand-daughters, Imani and Nia Sutton, and two grandsons, Aaron and Alan Elder. She is a graduate of the D.C. Public Schools, and received her Bachelor of Science degree from American Unversity.

Mrs. Short has traveled extensively throughout the United States and abroad, and views traveling as one of her greatest hobbies and ambitions. Her next stop is Kruger National Park, Johannesburg, South Africa, in September 2000.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way
I won a scholarship from the National Park Service Career Advancement for Para-Professionals Training & Educational Development (CAPTED) Program to attend American University. After graduation, I returned to use my training skills in the Park Service. I chose the career of Park Ranger, teaching environmental education to school age children. I have encouraged and hired over 25 women over the years to follow my career or at least to work for the National Park Service.

Support and Barriers
As an African American woman, I noted some color barriers in the area of selection for promotion and training. I am blessed with the skills of writing and oral communication. I have always stood for my beliefs and what I thought was rightfully mine. I met all challenges head on and was always willing to take a risk. Not being afraid to be a pioneer, my greatest support was my faith in God and a strong desire to be financially and emotionally stable.

Role Models
Diana Ross, Maya Angelou, Mary McLeod Bethune, Eleanor Holmes-Norton.

Message for the Future

Aim high. Strive for all you desire. Don't be afraid to ask for help. Stay strong, stand firm, be different, be bold, be a leader. Don't be afraid to go it alone. Save something, don't spend it all. Shop wisely now, so you can buy whatever you want later.

Additional Comments

Education and knowledge are the key to all successes. Make up your mind right now, "I'm going to make it, no matter what my surroundings are, no matter what my background was. I've got the power to change statistics. All I can work with is me. "Don't pick-up extra luggage (drugs, drinking, smoking, etc.), it only makes the journey harder.

KYM SHORT-ELDER
PARK RANGER

PROFILE

Kym Short-Elder was born in Washington, D.C. and graduated with honors from Norfolk State University with a degree in psychology and a minor in biological sciences. She is currently working towards her Masters degree in Public Health at Trinity College.

Kym Elder has worked for the National Park Service in the Washington, D.C., area for the last 12 years. She started as a volunteer in the parks assisting her mother, Tina Short, in various locations at the park at the age of 9. As a sophomore in college, Kym applied for and accepted a summer (temporary) position at the Frederick Douglass National Historic Site as a park ranger. Over the next two years, during semester breaks and holidays, Kym continued her tenure at the historic site. She became simply "amazed and absorbed" with the life and legacy of Frederick Douglass. She enjoyed greeting and interpreting Douglass' life and Home with visitors from all over the world. While assigned to the historic site, she estimates she provided over 5,000 interpretive talks, tours, and programs to visitors and dignitaries such as Coretta Scott King, Kwesi Mfume, Rosa Parks, senators, and many more. Kym was credited during her tenure at the Douglass Home (almost 10 years) for her professionalism, dedicated service, and mentoring other young persons in the field of interpretation. She and her mother, Tina Satterwhite-Short, are currently the only mother-daughter Park Rangers in the National Park Service.

Kym is currently assigned to Kenilworth Park and Aquatic Gardens and has thoroughly enjoyed the challenge of managing and interpreting a natural site and its resources versus a museum with cultural resources. The idea of learning something new such as the appreciation of bird watching and wildlife research has been most rewarding at the Kenilworth Aquatic Gardens.

PESONAL REFLECTIONS

Area of Interest – Paving the Way

I grew up in the National Park Service (NPS) observing my mother who is also a Park Ranger. I have always been interested in working with the public and especially public speaking. As a young woman, I believe I have been instrumental in the lives of other young people (especially women) because my career path shows that with hard work success comes next!

Support and Barriers

As a Park Ranger (as well as a young talented African American woman), I am constantly faced with the idea that the position of a National Park Ranger is that of a white middle-aged male. I constantly have to prove my credibility because of the image that most Americans have of this position.

Role Models

My role models are our ancestors such as Sojourner Truth, Harriet Tubman and Elizabeth Cady Stanton. They were women who faced changing and difficult times, yet they kept positive attitudes and never gave up.

Message for the Future

As we enter into a new millennium, be willing to explore various adventures (step out of the "box"), experience cultural differences and stay open to all ideas.

Additional Comments

Arise each morning with the goal of learning something new (never experienced before). This concept will keep you focused and above all, challenged.

MARCELA SMID
STUDENT LEADER

PROFILE

Marcela Smid is currently a biology major and art history minor at Case Western Reserve University in Cleveland, Ohio, with plans to become a child psychiatrist. She is a 1999 graduate of Eleanor Roosevelt High School in Greenbelt, Maryland, where she was class valedictorian. She was born in Prague, Czechoslovakia, and immigrated to America with her family when she was four years old. Marcela won first place in the Virtual Science Fair sponsored by the Goddard Space Flight Center, and first place at the Regional Prince George's County Science Fair. While in high school she won varsity letters in cross-country, swimming, and softball, and also played in the school band. She also plays volleyball and softball in college, and volunteers at a children's hospital in Cleveland.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

My educational area of interest has always been biological and medical. Ever since I was a child, I have always be fascinated with the way nature's organisms function. I always wanted to know the way muscles worked and when we dissected the minks in my high school physiology lab, I was so excited, though I felt so bad hacking into that poor animal. I am majoring in biology with a minor in art history at Case Western Reserve University in Cleveland, Ohio. All my life I have wanted to be a doctor. I didn't know what kind of doctor I wanted to be until last year. I want to be a child psychiatrist specializing in emotionally troubled and abused children. I have a strong belief that a significant portion of many social ailments such as prostitution, alcoholism, depression, and uncontrollable violent behavior come from childhood trauma and abuse which was never confronted. I think that dealing with these issues at childhood is the way to allow troubled children to grow into healthy adults. So I have decided that I want to commit my life to helping children. I have been admitted into Case Western Reserve's eight-year medical program, so I will spend the majority of the next decade hitting the books. Besides studying biology and art history, I play volleyball and softball at Case Western Reserve University. I have coached a girl's softball team. Currently, I am volunteering at the Rainbow Babies and Children's Hospital in Cleveland.

Support and Barriers

My biggest support has always been my family. My family emigrated from Czechoslovakia when I was four years old to the United States. My mother, a dentist, had to return to dental school after practicing for over ten years because her dental school was not acknowledged in the United States. So at 34, my mother returned to dental school at the University of Maryland and completed four years of school. I think that if she had the ability to accomplish this with two small children while learning English, then that's all the motivation I need. My friends have always been a tremendous support by never doubting my abilities – even when I was going a little insane with my

schedule. My teachers have always been an inspiration to me because they are fulfilling society's most important job. And finally my sports teams have always been a great source of energy by allowing me to run around, get dirty, and relieve stress.

Role Models

The role models that have been influential to me have been many. I try to learn something from everyone that I meet. However, the most influential people have been my parents and my freshmen year biology teacher. I have already spoken of my mother and her great feat. She is an unbelievable woman (even when she is yelling at me). She has instilled in me that you can always work harder and be better than you are now. She has taught me never to be complacent. Don't settle for anything but your best and keep pushing until you have surpassed your own limits. My father has taught me that you need to do the things that you don't like to truly improve yourself. I really do not like computers but I spent an entire summer sitting in front of a computer screen during my internship at Goddard Space Flight Center/NASA. The unbelievable returns I have had from that project will pay off for literally the rest of my life. I didn't want to do it, and if my father hadn't said, "you are taking this internship," I probably would not have been accepted into Case's eight-year medical program.

The other person who has had an incredible impact on me has been Mrs. Oliver. My freshman year she was my biology teacher. She is one of the most enlightened people I have ever met. She gives anyone who wants to accept it unconditional love. She not only teaches biology, she teaches how to live life. My junior year she developed colon cancer. Again, she showed me how beautiful she truly is. Mrs. Oliver has battled cancer and recovered. She is one of the most courageous persons in the world. She is my hero.

Message for the Future

My message for the future is simple: Break your boundaries. Only you can live your life. You don't always control what happens to you, but what you do control is your reaction to it. If something doesn't go according to plan, break your mental boundary and allow yourself to go down a new path. Learn to love everyone – break the emotional boundary that separates people. And lastly, break down the social and political boundaries that cause hate. It's only when you challenge yourself and others to think that things change for the better.

TRACY STUGER
LEGISLATIVE SPECIALIST

PROFILE

Tracy Stuger currently serves as a Budget and Legislative Specialist at the Montgomery County Commission for Women, where she develops and manages the organization's budget and legislative efforts. Prior to her work with the Commission for Women, Ms. Stuger was selected as a National Urban Fellow, a 14-month program leading to a Master's in Public Administration from Bernard Baruch College at the City University of New York. She completed the program with honors. In addition to its academic component, the fellowship also included a mentorship assignment, where Ms. Stuger was selected to work at the Points of Light Foundation in Washington, D.C.

Ms. Stuger has also worked as a Legislative Assistant in the Office of Congressman Louis Stokes, where she researched, analyzed and developed legislative initiatives regarding a variety of public policy issues including women, children and families, transportation, and energy and water. As the key contact on his staff about these issues, she often met with local and national leaders to discuss their concerns in these areas. In addition to preparing floor statements, speeches, news articles and press releases, she coordinated and researched all incoming grant funding requests.

Ms. Stuger graduated from Howard University in Washington, D.C. and was honored with the "Who's Who Among Students at American Colleges and Universities" award. For several years, she worked as a tutor/counselor at Howard University Upward Bound, a program designed to strengthen the academic and social skills needed for students to succeed in school. She was also a founding member of the Boston Black College Alliance, a nonprofit organization composed of students and alumni from historically black colleges and universities, that educated Boston's inner-city high school students on the benefits of attending college. The group hosted job fairs, visited schools, and engaged in other forms of community outreach.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

I first became involved in the area of public administration when I accepted a temporary assignment on Capitol Hill working for Congressman Louis Stokes. I initially thought that I would find "the Hill" complex and boring, and almost did not accept the position. To my surprise, I found it very intriguing. When I was asked to become a permanent member of Congressman Stokes' staff, I seized the opportunity.

I was one of only a very few black female legislative staffers for one of the few black Members of Congress. I had a rare opportunity to help shape federal legislation affecting women, children and families. I am pleased to continue to advocate for policies enhancing opportunities for women at the local, state and national levels at the Montgomery County Commission for Women.

Support and Barriers

Colleagues often joked that I was a triple minority on the Hill, being a black female and working for a Democratic member of congress. I thought that my triple minority status would deem me invisible, and that I would be overlooked and ignored. However, I have benefited over the years, both on and off the Hill, from supportive supervisors and bosses. In my case, my supervisors were all seasoned public administrators with decades of experience in the field. They have shared the experience with me and I continue to benefit from their wisdom. I also profit from the wisdom and experience from a network of mentors that I have in the field of public administration.

Role Models

There are a number of extraordinary role models in the area of public service who have made significant contributions in the areas of women's rights and minority issues including Barbara Jordan, Patricia Roberts Harris, Shirley Chisholm, Patricia Schroeder, and Eleanor Holmes Norton.

Message for the Future

In our age of technology, young people today have so many opportunities available to them. Rather than spending hours in chat rooms or e-mailing friends, you can research opportunities such as summer programs abroad, internships, and volunteer opportunities. These types of activities are not only interesting, but may also potentially lead to a career or hobby that you may not have previously considered.

Surround yourself with positive people who encourage you rather than discourage you. When people are into negative things and have a bad outlook on life, they revel in having someone with whom they can share their negativity. Don't be blinded by their corrupted vision of life. Be your own person and seize the many opportunities that are presented to you and that lie ahead.

NANCY WAYLETT
AIRLINE PILOT-CAPTAIN

PROFILE

Nancy Waylett graduated from college in 1973 with a degree in philosophy, and decided the following year to expand career opportunities by attending Navy Officer's Candidate School. She then attended Navy Intelligence School and started flying lessons. After serving as an intelligence officer, she got her first job in aviation as a flight instructor for a local flying school. In 1981, she won a job as a business jet copilot and soon became the first woman to be rated Captain of a westwind business jet. In 1983, she became one of U.S. Air's (Now U.S. Airways) first woman pilots.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

*After graduating from college with a Philosophy Degree in 1973, it didn't take long for me to realize that the only work I was being offered was traditional pink-collar employment – waitress, sales and office assistant. My older brother encouraged me to apply for the military officer program since the pay and benefits would be the same as a man's though not the opportunities. In May 1974, I went to Navy Officer Candidate School for six months. A whole new world of practical knowledge was opened up to me and I thrived in that environment. Though I would have liked to go to Navy Flight School, there were only four positions available. Instead, I went to Intelligence School for another six months. As soon as I arrived at that school, I started my flying lessons. (Remember the pay and benefits? I was going to use them as quickly as I could!) Though I was eventually sent to a land-based aviation squadron as an Intelligence Officer, I used every free minute and dollar to move through all the licenses. In 1979, I put on a business suit and went to local flying school to get my first job as a pilot, a flight instructor. The Chief Pilot told me he had to hire me since all the men had shown up in cut-offs and sandals! I was the only "professional" who walked through the door that day and it was the beginning of a long and "so far" successful career. That same attitude of self-confidence helped me win a job as a business-jet co-pilot in 1981. Whereas, all the local "mountain men" talked down to the newly arrived corporate flight department, I simply stated that I was available, well trained and interested in work! I had heard the word "no" from so many local operators of larger equipment (**much** better pay and flying that single-engine Flight Instructor) that I didn't care that they only wanted to hire me part-time to see how I worked out as an employee of a major flight department. Six months later, I was the first woman to be rated as a captain in a Westwind Business Jet! Two years after that, I was one of USAir's (U.S. Airways) first woman pilots (#15 I think).*

Support and Barriers

The barriers were numerous and mostly related to the concept that flying could only be done by men. Since the aircraft has no idea who is flying it, I refused to buy into all that negativity. Where a door closed in my face, I figured out another way to the same goal. I

used a great deal of good-natured kidding and developed a wide network of other pilots who were supportive of my efforts. I joined the International Woman Pilots organization (the Ninety-Nines) for cheerleading and support, though as fellow women they couldn't offer me a job! I always had to "prove" myself, but once a male pilot flew with me he generally got over our differences. My instructors and licensing examiners all made me work very hard, but in the end would sing my praises as a pilot! The 1970's were a very conflicted time and I simply had to make my way through that decade. By the 1980's, women were in many fields.

Role Models

During the time I was in Denver, Colorado, all the buzz was about a local woman, Emily Howell, who had been hired by Frontier Airlines. Years later, through the Ninety-Nines, we became acquaintances. She carried the weight and expectations of being the "First Woman" pilot with such grace and humor that she was truly an inspiration.

Message for the Future

Sometimes it is hard to figure out what you are good at when you are young. The secret to a lifetime of success is to try different jobs out even if only through books. Once you become passionate about something don't become discouraged, and definitely don't listen to the nay-sayers, they are everywhere!

Additional Comments

Old attitudes die hard. To this day, many passengers enter the aircraft (Boeing 737-400) and have either a positive or negative opinion about my role as the Captain of their flight. For those with negative comments, I can only feel sorry for them since they have to carry around that silly baggage! As the new century begins, I am proud to say that the door is wide open to all types of people who wish to do the hard work to become an airline pilot. My hope for the future is that instead of being an oddity, women will be common place on the flight deck.

ANITA C. WHEELER
STUDENT GOVERNMENT LEADER

PROFILE

Anita Cherise Wheeler currently serves as President of the Associated Student Congress of Baltimore City. She is a senior at Western High School in Baltimore City and is planning to attend a four year college in the fall of 2000. Anita served as Student Commissioner on the New Baltimore City Board of School Commissioners for the '98-'99 school year. She has been a member of Western High School's Student Government, first serving as a homeroom representative then as Student Senator and Secretary. Anita was a delegate to the Maryland Association of Student Councils (MASC) Convention her tenth and eleventh grade year. She has served on the MASC Executive Board for two years. Anita also had the opportunity to attend the National Association of Student Councils Convention in Minnesota last summer.

Working with other students in Maryland, Anita has been actively involved with school safety. She testified before the U.S. Congress in May 1999 on youth violence, presenting to Congress a number of solutions that may help curb youth violence. She was invited by the National Education Association to be a panelist on school violence in Florida, where teachers listened to suggestions that may help students feel more connected. Anita also attended a nationwide conference dealing with youth violence in Washington, D.C. Here she had the opportunity to talk with other students from around the country about solutions to this problem. Since then Anita co-chaired the Maryland Safe Schools Summit along with another student, Michael Romano. More than 500 students came together to share what positive programs and activities are helping to curb violence at their schools. Anita plans to help initiate more programs in Baltimore City this year to help students feel more attached to their schools.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

I first became involved as a student leader my freshman year of high school. I was elected as a homeroom representative to the Student Government Association. Although I was only involved at the school level, the activities we coordinated helped the school body as a whole and the community. This opportunity showed me that students are important parts of society, capable of expressing ideas and making them happen. Later, I served as Student Commissioner on the New Baltimore City School Board. Although this was a different arena, what I had learned as a homeroom rep carried over and helped me more than anything. In this position, I stressed to all school officials that the need for student representation is vital for creating an effective school community. With the help of many other student leaders, more and more students are involved in the schoolwide decision-making process.

Support and Barriers

I've encountered many barriers as a young woman and as a student. Sometimes I felt that my ideas, suggestions, and concerns were not taken as seriously as those of the adults. Being the only student present at committee, task force, or board meetings could be a little intimidating at times. However, I knew my focus and ultimate goal was to lay the issues and concerns of the students on the table. In the back of my mind was the reassurance that we have come a long way and others will sit where I have and carry the torch of student representation.

Role Models

My role model is Maryland State Delegate Salima Siler Marriott. I have always looked up to her because she is a leader that takes action on issues that are pertinent in our community. Delegate Marriott has the stamina, endurance, and optimism that all women aspire to have. Delegate Marriott supports our schools by lobbying the state and city for more funds to initiate programs that will help students develop into productive members of society. The most important quality I admire about Delegate Marriott is her dedication to her constituents. She makes a conscious effort to get out into the community and listen to people express the concerns of their neighborhoods. Delegate Marriott has paved the way for women in the government arena because she is an articulate and outspoken champion for equality, peace, and justice throughout our state.

Message for the Future

As we enter a new Millennium, I would tell my peers that education is a right not a privilege. With this right we are able to be a part of the decisions that affect our lives daily. Student representation is essential for improving our school community because we are the primary stakeholders. Get involved with co-curricular organizations like Student Government to gain leadership experience and take this to the local, state, and national level. Express any and all concerns dealing with improving school lunch or making your school a safer place. All of these topics are important and you are able to make a difference. Finally, I would tell my peers that sometimes a leader has to follow in order to maximize the effectiveness of your efforts. As a leader you must act as the voice for the voiceless.

MAITOI WOODS
STUDENT LEADER

PROFILE

Maitoi Woods was born January 10, 1983, and is currently in the eleventh grade at Sherwood High School in Sandy Spring, Maryland.

In terms of extracurricular activities, she is currently involved in an organization called N.Y.O.S., the National Organization for Youth Safety. In addition, she is vice president of Sisters in Success, a positive organization for minority females, and a youth member of the Maryland 2000 Youth Commission. In past grades, she has been a Brownie, Girl Scout and an active member of the Newspaper Committee at Argyle Middle School. Maitoi is a current member of Project Change, an organization that is out to create fun, safe, drug free places for teens to hang out in their communities. Additionally, she is a member of the National Council for Negro Women Youth Committee and a member of the National Honor Society. She was a member of Honors Chorus, played in Honors Orchestra, was vice president of her student council in 5th grade, and participated in the Johns Hopkins University Talented Youth Search. She also was featured on the education show, "Challenges." Maitoi plans to become a veternarian.

PERSONAL REFLECTIONS

Area of Interest – Paving the Way

I have always loved animals and my aunt is a veterinarian. Her stories about her profession are what inspired me to want to become a veterinarian. Also, the stories by James Herriot played a part in my inspiration for animal medicine, because he was a veterinarian with a flare for writing. I help "pave the way" for others in that I am a young black woman striving to be in a field where we are scarce.

Support and Barriers

So far, I haven't really encountered any barriers. After all, I am still a high school student. However, whatever barriers may lie in my future, I plan to overcome, as I have overcome other obstacles. I wear a prosthetic device on my lower right leg and it doesn't prevent me from doing anything that I want to do. I am basically a happy person. My parents have been the most supportive in all of my endeavors. They are essentially the support in "paving the way."

Role Models

Bonnie St. John is one of my contemporary role models. She is also an amputee and was a champion skier. I saw from her life that you could be anything you want to be, no matter what.

Message for the Future

I would just say, don't make violence, drugs, alcohol, a part of your life. Look to the future and the good you can do as an individual, to make this world a better place for someone else. Everybody is somebody. Everyone can do something positive. You can achieve.

Additional Comments

Basically I am a happy person because my life has been filled with people who love and support me, particularly my mother. Additionally, I love pizza and my guinea pig Stormie. I play the violin. My two best friends are my mother Barbara, and sister Shimiya.

Maryland Women Who Dare

Activities

This section includes a sampler of activities for schools and communities to use to explore the contributions of women.

BEST COPY AVAILABLE

MARYLAND WOMEN *WHO DARE*

ACTIVITIES

PAVING THE WAY TO A NEW MILLENIUM

MGC'99

Graphic design by Marianne Chambers, Harford County Schools Art Supervisor

MARYLAND WOMEN WHO DARE CREATIVE MINDS *PROJECT*

WANTED!

STUDENT MATERIALS CELEBRATING MARYLAND WOMEN'S HISTORY

ESSAY*POETRY*SONG*ARTWORK*WEBSITE DESIGN

Honor a Maryland woman profiled in this kit or another Maryland woman in history, past or present. Submit original student materials by March 15, 2000, to *Women Who Dare*, c/o your school district's women's history contact person, who is listed on the pages that follow. If you are in a non-public school, submit materials to Linda Shevitz, Maryland State Department of Education 200 West Baltimore Street Baltimore, Maryland 21201. Some selected student materials will be featured in a state publication compiled by the Maryland Commission for Women and will also be displayed at Government House in Annapolis. Students whose materials are selected will be honored at a reception at Government House before the end of the school year. All students who participate will have their names published in a special state booklet. For more information, call 410-767-0428. Please include this form with your materials.

Name_____ **Grade**_____ **Age**___

Name of school district_____
School name_____
School address _____
_____
School phone number_____ **School fax number**_____
Name of teacher_____
Name of principal_____

Name of woman honored_____

MARYLAND WOMEN WHO DARE
ACTIVITY RESPONSE FORM

Please duplicate this form and return it by April 30, 2000 to the Maryland Women's History Project, Equity Office, Maryland State Department of Education, 200 West Baltimore Street, Baltimore, Maryland 21201-2595 (FAX 410-767-0431). Include a description of activities implemented during March, Women's History Month. Also include photographs, program notices, etc. Responses will be shared with others in the state and with the National Women's History Project.

NAME _____

SCHOOL SYSTEM _____

SCHOOL _____

ADDRESS _____

PHONE _____

SUMMARY OF ACTIVITIES

MARYLAND WOMEN'S HISTORY PROJECT CONTACTS

Maryland State Department of Education
Linda Shevitz
Equity Assurance & Compliance Branch
Maryland State Department of Education
200 West Baltimore Street
Baltimore, Maryland 21201-2595

Allegany County Public Schools

Mary Louise Jones
108 Washington Street
Cumberland, Maryland 21502

Anne Arundel Public Schools

Leslie Stanton
2644 Riva Road
Annapolis, Maryland 21401

Baltimore City Public Schools

Reginald Lawrence
200 East North Avenue
Baltimore, Maryland 21202

Baltimore County Public Schools

Barbara Dezmon
6901 North Charles Street
Towson, Maryland 21204

Calvert County Public Schools

Kathryn T. Coleman
1305 Dares Beach Road
Prince Frederick, Maryland 20678

Caroline County Public Schools

James Orr
204 Franklin Street
Denton, Maryland 21629

Carroll County Public Schools

Barbara Guthrie
55 North Court Street
Westminster, Maryland 21157

Cecil County Public Schools

Maurice H. Tenney, Jr.
201 Booth Street
Elkton, Maryland 21921

Charles County Public Schools

Keith Grier
P.O. Box D
LaPlata, Maryland 20646

Dorchester County Public Schools

John Hurley
Dorchester School of Technology
2465 Cambridge Bypass
Cambridge, Maryland 21613

Frederick County Public Schools

Joyce Harris
7630 Hayward Road
Frederick, Maryland 21702

Garrett County Public Schools

Phillip Lauver
40 South Fourth Street
Oakland, Maryland 21550

Harford County Public Schools

Cathy Price
45 East Gordon Street
Bel Air, Maryland 21014

Kent County Public Schools

Nina Wilson
215 Washington Avenue
Chestertown, Maryland 21620

Prince George's County Public Schools

Rita Robinson
Oxon Hill Staff Development Center
7711 Livingston Road
Oxon Hill, Maryland 20745

St. Mary's County Public Schools

Kathleen M. Lyon
P.O. Box 1410
Leonardtown, Maryland 20650

Talbot County Public Schools

John Masone
P.O. Box 1029
Washington Street
Easton, Maryland 21601

Wicomico County

Ethel Hines
P.O. Box 1538
101 Long Avenue
Salisbury, Maryland 21802-1538

Howard County Public Schools

Eileen Woodbury
10910 Route 108
Ellicott City, Maryland 21042

Montgomery County Public Schools

Greg Bell
850 Hungerford Drive
Rockville, Maryland 20850

Queen Anne's County Public Schools

Sharon G. Starkey
202 Chesterfield Avenue
Centreville, Maryland 21617

Somerset County Public Schools

Hazel Milbourne
30411 Mt. Vernon Road
Princess Anne, Maryland 21853

Washington County Public Schools

Donna Newcomer Coble
820 Commonwealth Avenue
P.O. Box 730
Hagerstown, Maryland 21741

Worcester County Public Schools

William Gore
6270 Worcester Highway
Newark, Maryland 21841

USING THE KIT: MARYLAND WOMEN WHO DARE
A SAMPLER OF ACTIVITIES FOR STUDENTS

TO DO: Choose and complete one or two of the activities listed below:

1. Write a letter to your favorite woman profiled in this kit asking her relevant questions about her career. Use information from your letter to write mini-biographies for public address announcements. Submit these to be read during Women's History Month at your school.

2. Role play an imaginary interview with a person in the kit. Have another student play the part of the interviewer.

3. Work with a partner to compare the lives and contributions of two different women. Use a graphic organizer to display what you learn.

4. Write an article about one of the women in the display kit for the school newspaper. Include a crossword puzzle which uses some of the information you have discussed. Ask students to complete the crossword puzzle and turn in their answers. Give them a bookmark or button you have designed for doing the puzzle correctly.

5. Design a:

    1) **Bookmark** listing the most significant facts about a woman's life and career. Design an icon (symbol) which represents one of her significant contributions.
    2) **Button** with the woman's name and most significant contributions at the top
    3) **Class scrapbook** displaying student drawn pictures of Maryland women at work
    4) **Bulletin board or showcase** display

6. Do a survey. List the names of several notable Maryland women honored. Go out to a public place. Working with a partner, approach passers by and ask them if they would take a minute to look at the list of names on your clipboard. Ask them to tell you which names they recognize. Tally their responses. As a thank you for taking part in your survey, give them a bookmark or button you designed. Later, tally all of the responses together in class and analyze the results. Rank the women in order of their name recognition. Write an article for the school newspaper describing what you did and how the results came out.

7. Invite one of the women honored in the kit to come to your school to speak.

8. Imagine the future. Think about a contribution you might make in some field during the next millennium, focusing on some field of particular interest to you. Write a profile of yourself, your life and accomplishments, similar to those done for the women included in the kit. Have your classmates each write a profile and have the teacher read these out loud to the class (without giving away your names). Ask the class to guess the identity of the future famous persons.

9. Write an acrostic poem; using the first letters of a woman's name, written vertically. Then, beside each letter, write a descriptive word or phrase which begins with that letter.

10. Utilizing the information that you have learned about your selected Maryland woman, create a "website" for her.

11. Use a tape recorder or video camera to do an oral history interview with an older woman in your family – the older the better! Devise a list of questions to ask about the older woman's life. Compare answers in class in order to draw conclusions about how things have changed over time. Include a question in the interview which asks what the interviewee would like to see the student accomplish in her or his lifetime. Write a mini-biography of the person you interviewed and design a certificate of appreciation, highlighting something important you learned about the person interviewed. Send this to the person you interviewed as a token of appreciation for their willingness to participate in this activity.

12. Watch television specials or read newspaper articles about famous people of the millennium. Note the number and names of women profiled. Name one woman who isn't mentioned that you would add to the list.

Activities developed by
Nancy Sinclair
Teacher, Overlea High School

LEARN MORE ABOUT MARYLAND WOMAN WHO DARED

TO DO: Find out more about two or three Maryland or women whose names are listed on the following pages.

I. List names of women

1. _____
2. _____
3. _____
4. _____
5. _____

II. Choose a way to share about you have learned

- Write a poem
- Make up a crossword puzzle
- Paint a picture
- Design a poster
- Write a report
- Create a song or play
- Your own idea _____

MARYLAND WOMEN'S HISTORY KITS

TO DO: Use a previous Maryland women's history resource display kit to explore the life of a Maryland woman. A kit has been published and sent to every public school and regional library in Maryland since 1991. The titles of the kits are listed below.

1991 – *Album of Maryland Women: Vision and Action*

1992 – *Maryland Women's History: A Patchwork of Many Lives*

1993 – No kit produced

1994 – *In Every Generation Action Frees Our Dreams*

1995 – *Promises to Keep: Suffrage and Equal Rights for Woman*

1996 – *Working Women Count: Women's Work Counts*

1997 – *Maryland Women Leading the Way*

1998 – *Images and Expressions: Maryland Women in the Arts*

1999 – *Explorations and Discoveries: Maryland Women in Science and Mathematics*

The names of women profiled from specific fields in past kits are listed on the following pages. The year of the kit featuring each woman appears following her name.

Community Service

Shoshana Shoubin Cardin (92), humanitarian
Bea Gaddy (94), homeless advocate
Donna Beck (94), PTA leader
Jean Toomer (95), violence prevention leader
Rachel Polk (95), community leader
Janice Marshall (97), union organizer
Colleen Beth Archurst (97), student leader
Katherine Chin (91), community organizer

Writing

Lucille Clifton (92), Poet Laureate of Maryland, children's books
Lynne Cherry (97), environmental books, author & illustrator
Lulu Delacre (98), Latino children's books
Jerdine Nolen Harold (98), children's books
Elaine Hedges (98), Women's history

Arts & Entertainment

Gaynell Colburn (91), vocalist & drummer
Elizabeth Talford Scott (92), quilter
Joyce Scott (92), quilter
Maria Broom (94), dancer
Nancy Jewell Meyer (94), art therapist
Patti Obrow White (96), film maker
Cathy Fink (96), musical writer, recording artist, & performer
Rose A. Powhatan (97), visual artist

26 Women in the Arts (98), including quilter, vocal musician, educator, basket-maker, visual artist, dramatist, storyteller, composer, poet, potter, silversmith, director, dancer, opera singer, popular musician, museum administrator, mixed media specialist, metal worker, instrumental musician, sculptor, weaver

Law & Law Enforcement

Pauli Murray (92), civil rights lawyer
Rosalyn Bell (94), judge
Verna Williams (97), National Women's Law Center
Carol Mehnrling (97), police chief
Sherrie Lavine Krauser (97), judge
Bess B. Lavine (97), judge

Religion

Pauli Murray (92), Episcopalian Preist
Sister Reparata Clark (97), Oblate Order of Black Nuns
Saint Elizabeth Seton (91), Catholic Saint

Government

Barbara Mikulski (91), U.S. Senator
Connie Morella (94), Congresswoman
Karen Nussbaum (94), Director, Women's Bureau
Delores G. Kelley (97), State Senator
Kathleen Kennedy-Townsend (97), Lt. Governor
Sue Ward (97), Director, Office of State Aging

Media

Sadie Kneller Miller (91), photojournalist
Connie Chung (94), journalist & broadcaster
Elizabeth Ortega-Lohmeyer (96), publisher

Education

Mervin Savoy (91), American Indian Educator
Henrietta Szold (91), founder of adult education
Mary Risteau (92), first woman on state board of Education
Patricia King (92), American Indian educator
Joanne Goldsmith (94), State Board of Education President
Nancy S. Grasmick (96), Superintendent of Maryland public schools
Catherine Gira (97), University president
Ging Gong (97), human relations education leader
Jill Moss Greenberg (97), multicultural education Leader
Connie Martin Unseld (97), school founder and President

Science, Math, and Technology

Rachel Carson (91), marine biologist; Environmentalist
Antonia Novello (92), U.S. Surgeon General
Susan Yin (96), biologist
Ruthan Lewis (97), aerospace specialist
Eugenie Clark (97), marine biologist
Judith Resnick (97), astronaut

30 women in a range of fields (99), including engineering, mathematics, nuclear medicine, biochemistry, neonatatology, research, pediatrics, dentistry, public health, meteorology, biology, chemistry, aerospace technology, education, marine biology, nursing physics, computer science, demographics, administration

Sports

Pam Shriver (91), tennis champion
Andrea Seefelt (92), jockey
Chris Weller (94), college basketball coach
Deborah Yow (96), university athletic director

Non-Traditional Careers

Dorothy U. Bryant (96), tractor-trailer driver
Laura Era (96), waterwoman
Morgan Paley Reed (96), contractor
Kim Trickett (96), natural resources police

Business

Katherine Chin (91)
Alta Schrock (91)
Evelyn Pasteur Valentine (97)
Juanita Tamayo Lott (94)

Human Rights/Civil Rights / Women's Rights/Disability Rights

Harriet Tubman (91)
Pauli Murray (92)
Carmen Delgado Votaw (91)
Henretta Szold (92)
Enolia Pettigen McMillian (92)
Hiltgunt Margret Zassenhaut (92)
Sol del Ande Eaton (94)
Karen Nussbaum (94)
Jeanette Rosner Wolman, (92)
Suffragists (95)
Anna Rosario (96)
Jill Moss Greenberg (97)
Ginny Gong (97)
Myra Pollack Sadker (97)
Gaynell Colburn (91)
Catherine Raggio (92)
Marion Schooling Vessels (94)
Patsy Bowman (97)

ACTIVITY

MARYLAND WOMEN'S HALL OF FAME

TO DO: Conduct research to learn more about one of the women listed below, or write a letter nominating a Maryland woman you admire to be admitted into the Hall of Fame.

HISTORY OF THE MARYLAND WOMEN'S HALL OF FAME

The Maryland Women's Hall of Fame was established through the efforts of the Maryland Commission for Women and the Women Legislators of the Maryland General Assembly in 1985. Its purpose is to honor Maryland women who have made unique and lasting contributions to the economic, political, cultural, and social life of the State, and to provide visible models of achievement for tomorrow's female leaders.

The Maryland Women's Hall of Fame is currently located in the Maryland Law Library in Annapolis where a plaque and information about the honorees can be found. Among those honored are legislators, political and social activists, scientists, educators, writers, and spiritual and community leaders. They represent women who have shaped Maryland, the United States, and the World.

The process of selecting individuals for the Hall of Fame begins with a statewide request for nominations. An independent selection committee is comprised of representatives from the community, noted historians and educators, and a member from the Maryland Commission for Women and the Women Legislators of the Maryland General Assembly. The committee annually selects up to five women from the historical and contemporary categories.

MARYLAND WOMEN'S HALL OF FAME HONOREES
Inducted 1985-1999

1985
Margaret Brent
Rachel Carson
Rita C. Davidson
Gladys Noon Spellman
Harriet Ross Tubman

1986
Lillie Carroll Jackson
Saint Elizabeth Ann Seton
Hennetta Szold
Jeanette Rosner Wolman
H. Margaret Zassenhaus

1987
Clara Barton
Frances Ellen Watkins Harper
Juanita Jackson Mitchell
Mary Shaw Shorb
Helen Brooke Taussig

1988
Barbara Ann Mikulski
Sadie Kneller Miller
Mary Eliza Risteau
Martha Carey Thomas
Verda Freeman Welcome

1989
Bertha Sheppard Adkins
Eugenie Clark
Lavinia Margaret Engle
Lena King Lee
Estelle R. Ramey

1990
Lucille Maurer
Enolia Pettigen McMillan
Pauli Murray
Adele Hagner Stamp
Mary Lemist Titcomb

1991
Rita R. Colwell
Mary Elizabeth Lange
Claire McCardell
Bessie Moses
Alta Schrock

1992
Annie Armstrong
Anna Ella Carroll
Rose Kushner
Margaret Collins Schweinhaut
Carmen Delgado Votaw

1993
Rosalyn Blake Bell
Lucille Clifton
Elizabeth King Ellicott
Jean Spencer
Martha Ellicott Tyson

1994
Rosalie Silber Abrams
Mary Elizabeth Banning
Harriet Elizabeth Brown
Constance A. Morella
Mary Adelaide Nutting

1995
Jill Moss Greenberg
Mary L. Nock
Amanda Taylor Norris
Nettie Barcroft Taylor
Euphemia Mary
Goldsborough Willson

1996
Madeleine L. Ellicott
Ethel Llewellyn Ennis
Mary Digges Lee
Brigid G. Leventhal
Barbara Robinson

1997
Diane L. Adams
Sol del Ande Mendez Eaton
Catherine R. Gira
Helen L. Koss
Rosa Ponselle

1998
Constance Ross Beims
Mary Katherine Goddard
Elaine Ryan Hedges
Mary Carter Smith

1999
Florence Rietle Bahr
Lillian C. Compton
Edith Houghton Hooker
Elizabeth Fran Johnson
Bernice Smith White

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INTERVIEWING MARYLAND WOMEN WHO DARE: PAVING THE WAY

TO DO: Interview a woman in your community who has "paved the way" for other women in her career or area of interest. Use the form below as a guide.

Name_____
Area of Interest/Career/Contribution _____
Title or Position _____

1. **AREA OF INTEREST** (How did you first become involved in your field/career/area of interest? How did you help "pave the way" for others or break new ground in your area?)

2. **SUPPORT AND BARRIERS** (What were any barriers you encountered in your field or area of interest, particularly as a woman? What supported you in "paving the way" or accomplishing your goals?)

3. **ROLE MODELS** (Who were your historical or contemporary role models-particularly women? Who "paved the way" for you to reach your goals?)

4. **MESSAGE FOR THE FUTURE** (What advice would you give to young people for their future as we enter a new Millennium?)

5. **ADDITIONAL COMMENTS** (Include anything else you would like to share)

COMMUNITY ACTIVITIES FOR WOMEN'S HISTORY MONTH

Maryland Women Who Dare – Paving the Way to a New Millennium

The celebration of Women's History Month needn't be confined to our schools alone, as though history stops at the classroom door. This celebration may flow throughout our communities – in our neighborhoods, our places of employment, our libraries, and other public spaces. As we celebrate the work and accomplishments of women who have led us steadily towards a better life and a better world, and as we acknowledge and encourage the young women following in their footsteps, we need not look far for avenues of celebration.

To help plan for the month-long commemoration of Maryland women in all their accomplishments, consider some of the ideas below for ways to look beyond the classroom to seek a fuller celebration:

Develop MAILING and CONTACT LISTS that include public institutions in your community that might be receptive to participating with you in celebrating Women's History Month. Build up your network of local women's organizations as well.

Develop a SPEAKERS LIST for schools and organizations. The list can be developed from public institutions, such as colleges, universities, and historical societies, as well as the same institutions and community groups on your mailing list. Look for speakers in the areas of government, education, business, and the arts, women who have shown leadership and accomplishment in their areas of expertise.

Contact your local HISTORICAL SOCIETY for resource materials on renowned women leaders of the past in your community. Encourage the society to join you in celebrating this occasion.

Contact your local NEWSPAPERS regarding a weekly feature article during March. Provide information on local women of renown, or share the Resource Packet with the newspaper reporters an writers for reproduction.

Ask local RADIO and TV STATIONS to feature Women's History Month, local women who have shown leadership and accomplishment in their fields, and announcements concerning Women's History Month events in your community.

Encourage local COMMUNITY COLLEGES, CLUBS, and ORGANIZATIONS to celebrate Women's History Month through displays, luncheons, and other celebratory ways.

Your local PUBLIC LIBRARY may be interested in using the bulletin board display, along with book displays of publications featuring women's roles in history. Libraries may wish to feature books about women in library book clubs for the month of March. Other library programs might include children's story time tales regarding women of

accomplishment in history. Libraries might offer bookmarks created for Women's History Month to be given out in March. They might arrange showcases to depict women leaders. Librarians might create a recommended reading list of library holdings that reflect women's accomplishments and their historical role in the community, state, or nation.

Ask local governments - both County and City/Town - to issue WOMEN'S HISTORY MONTH PROCLAMATIONS. Encourage your local government to use the bulletin board display in government office building lobbies.

Link up with your local COMMISSION FOR WOMEN and AMERICAN ASSOCIATION OF UNIVERSITY WOMEN (AAUW) for addition resources and for planning events.

Call the MARYLAND COMMISSION FOR WOMEN for information on the use of its Maryland Women's Hall of Fame display - a set of portraits and biographies on women of accomplishment, both historical and contemporary, now in the Maryland Women's Hall of Fame.

Remember: Start early in your planning for this celebration. Working in coalition with other community groups can help make your celebration easier to accomplish and can lead you and your organization to new and lasting partnerships with other community groups. As we head into the next millennium, we must work to reveal and celebrate the great achievements of women of the past and women of today, in order to secure the women of tomorrow their rightful place in our society as the leaders they will be.

Submitted by:
Judith Harris, Harford County Commission for Women
Dorothy Roller, Harford County Commission for Women
Donna L. Sebly, Maryland Commission for Women

The Remembering Project

Honoring women for the paths they paved and the lives they lived.

Nominate Someone for History

What women have changed your life? We want to know. So many women are unknown heroes. So many have been brave, brilliant, talented, tireless, and selfless and will never get into history books. That is, unless you help. We're creating a massive national archive to preserve the stories of commonplace integrity and daily courage. Famous or family, alive or deceased, outrageous or angelic, we want to know the women who have been firebrands for you.

Our initial goal for the Remembering Project is to archive the names and stories of thousands of women. Once funding is secured we hope to:

- **Launch a Remembering Project website.**
- **Link our website to other oral history projects.**
- **Launch a national TV and magazine campaign.**
- **Produce a beautiful book with the photos and stories which you have provided.**
- **Build a NWHP Center to house these stories of 20th Century women so they will be available for future generations.**

Tell us about a woman you want remembered and why.

Some Ideas on Ways to Remember...

- REMEMBERING AS A FAMILY PROJECT: Engage your family in a discussion about women in your family (see page 4 for more ideas.) Write us about them and send the stories to us.
- REMEMBER WITH YOUR STUDENTS: Have students use oral history interviews to write about a woman and submit this class project to us.
- REMEMBER WITH YOUR GROUP: Ensure that the women of your church, community group, or organization are remembered. Record the lives of women who have been the fabric of your community or the movers and shakers of your organization.

Some suggestions to help you tell us about your special women. Feel free to improvise. Send us any information you would like included.

1. **Name of woman you have honored (Please include all her names, maiden, married and maybe married again)**
2. **Birth date _____**
3. **(If deceased) Death date _____**
4. **Other significant dates in her life and their significance**
5. **Why are you honoring her?**
6. **What were the major accomplishment(s) of her life?**

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Return to: National Women's History Project, 7738 Bell Road, Windsor, CA 95492

(707) 838-6000 Fax: (707) 838-0478

TO DO: Write an essay about an Unsung Heroine in your life.

ACTIVITY

THE MARYLAND WOMAN
HISTORY'S UNSUNG HEROINE

Beyond the "notable" Maryland women are the unsung heroines--your mother, grandmother, sister, aunt, daughter, neighbor, and friend. Their partnership in building our communities and strength in building our families has often gone unrecognized and unpraised. Yet, without her there would have been no State of Maryland--no country -no America. She kept us warm, she fed an clothed us; she encouraged us, and listened to our joys and our sorrows; and unfailingly, she recognized our accomplishments, no matter how large or small.

She has always been strong, individually and collectively. Her number is legion and her faces many--from the Native American woman teaching pride to her children, to Rosie the Riverter working in our factories, to the contemporary woman sustaining her religious and community organizations. She is many colors, shapes, sizes, cultures, and philosophies. She is young and she is old, sophisticated and homespun. She is the mountain woman and the urban woman and the farm woman and the woman inhabiting the tidewaters of the Chesapeake Bay. She scrubbed the steps of Baltimore and fed the poor family down the block. She tended the stove at every group supper--and she chaired the committees of a thousand worth causes. She rose at dawn and worked till long after dark tending her vegetable garden, raising chickens and pigs, milking cows, spinning wool and making bread, soap, and candles.

She has been athlete, domestic worker, scholar, scientist, artist, elected official, and adventurer. She has been nurturing and creative, sensitive and strong. She has been the anonymous poet, economist, architect and military strategist. She has preserved and transmitted our diverse heritage's. She has fought to improve her community in battles that ranged from better sanitation to building schools. She has been in the forefront of every struggle for human dignity and civil rights. She has typed the letters, sewn the banners and marched in the streets. Her volunteer work has kept our hospitals running, her employment has kept families afloat.

She has reached and grown, despite the obstacles, and has challenged each new generation. She combines roles as friend, mother, or wife, with doctor, auto mechanic, teacher, seamstress, psychologist, chauffeur, coach, potter, and financial planner. She sustains her family and her community.

These are not acts that one can point to and label as sensational accomplishments. They are much more than that. They are about us everywhere, building and keeping alive our people.

Maryland Women Who Dare

Resource Directory

This section includes a listing of selected resources on women's history. Some items are available for loan, as noted.

MARYLAND WOMEN WHO DARE:
PAVING THE WAY TO THE NEW MILLENIUM

SELECTED RESOURCES

The following listings provide information about women's contributions in a wide range of areas.

GENERAL

NATIONAL

National Women's History Project
7738 Bell Road
Windsor, CA 95492-8518
707-838-6000
Source of a wide range of multicultural women's history materials; the catalogue lists dozens of print, audio, and video resources for students, teachers, and community groups noting contributions of women leaders.

STATE

Maryland State Department of Education
Equity Resource Center
200 West Baltimore Street
Baltimore, MD 21202
401-767-0433 FAX 410-767-0431
Several books and videos on the contributions of women are housed at this center. Videos listed on the following pages are available for loan, while print materials and biographies of many women may be used at the center for research.

Maryland Historical Society
201 West Monument Street
Baltimore, MD 21201
410-685-3750

Provides educational outreach programs on history in Maryland, including contributions of women.

Maryland Women's Hall of Fame
c/o Maryland Commission for Women
311 West Saratoga Street
Baltimore, MD 21201
410-767-7137

Co-sponsored by the Maryland Commission for Women and the Women Legislators of Maryland, the Hall of Fame selects Maryland women of achievement annually for induction. A maximum of five women have been selected each year since 1985. The permanent plaque honoring inductees is located in the Maryland Law Library in Annapolis.

Women of Achievement in Maryland History, Inc.
12125A Viers Mill Road
Silver Spring, MD 20906
301-949-8996

An organization working to identify notable historical and contemporary Maryland women and publish a book highlighting their accomplishments. The book is scheduled for publication in the year 2000.

Notable Maryland Women
Winifred Helmes, Ed.
Tidewater Publishers
Cambridge, MD 1977

Prepared in honor of the Bicentennial of the United States in 1976, this reference book includes profiles of 100 notable Maryland women.

WOMEN'S HISTORY WEB SITES

Celebrating Women's History http://www.tampabayonline.net/women/
Offers a wealth of information into the lives and perspectives of women. Categories include pioneers, social issues, suffrage and feminism, politics and government, books and culture, discrimination, health, and education.

Distinguished Women of Past and Present http://www.netsrq.com/~dbois/
Biographies of women who contributed to our culture in many different ways. They are writers, educators, scientists, heads of state, politicians, civil rights crusaders, artists, entertainers, and others. Some were alive hundreds of years ago and some are living today.

Encyclopedia of Women's History http://www.teleport.com/~megaines/women.html
Written by and for the K-12 community, this project began in 1995 as a classroom assignment to write research papers on figures in women's history.

Historical Text Archive: Women's History
http://www.msstate.edu/Archives/History/women.html
Lists links to other sites, such as Women in World History, Women Studies, Women and Social Movements, Center for the American Woman and Politics, and American Women in Uniform.

National Women's Hall of Fame www.greatwomen.org
Profiles all women inducted into the Hall of Fame, housed in Seneca Falls, New York.

National Women's History Project http://www.nwhp.org
NWHP offers insights and information about women from history. Including the origins of Women's History Month and a multitude of resources that can be ordered.

Radcliffe Scholars Working on Great Women List www.radcliffe.edu/bunting
Developing a list of the 1,000 greatest women of the millennium.

Women's History http://womenshistory.miningco.com/mlibrary/ntm
Provides links to many women's history sites.

Women's International Center www.wic.org
Presents biographies of notable women.

Women's Rights National Historical Park, Seneca Falls, New York
http://www.nps.gov/wori/wrnhp.htm
Commemorates women's struggle for equal rights and the first Women's Rights Convention, held at the Wesleyan Chapel in Seneca Falls, NY in July, 1848.

VIDEOS

(available for loan from the Maryland State Department of Education, Equity Resource Center, 410-767-0433)

National Focus

Women in American Life Series
Set of four 15-minute documentary videos highlighting women's contributions from 1860-1980.

Fine and Long Tradition; One Fine Day; Take the Power
Lively music videos celebrating women of the past and present; 7 minutes each.

A Woman's Place is Everywhere
Highlights notable individuals and everyday contributions of women; 25 minutes.

The Sky's the Limit: Women Overcoming the Odds
Women pioneers in aviation; 20 minutes.

Discovering Women
Two Public Broadcasting System documentaries on contemporary women scientists; 60 minutes each.

Women of Hope
Highlights contributions of contemporary Latino Women; 17 minutes.

Maryland Women

A Salute to Women of Maryland Series
Four programs produced by Maryland Public Television highlighting contributions of notable Maryland women – Senator, Barbara Mikulski; Scientist, Mary Shaw Shorb; Civil Rights Advocate and State Senator, Verda Freeman Welcome; and Women's Rights Leader, Jeanette Rosner Wolman; 30 minutes each.

Harriet Tubman: Anti-Slavery Activist
A profile of the life of the Maryland-born leader of the underground railroad; 30 minutes.

Women of Triumph #'s I and II
Profiles of contemporary and historical Maryland women of achievement; 60 minutes each.

Maryland Chapter and Verse
Two-part Maryland Public Broadcasting series on Maryland authors. Highlights contributions of historical and contemporary authors Katherine Paterson, Elizabeth Foreman Lewis, Grace Yaukey, Lucile Clifton, Zora Neal Hurston, Frances Harper; 30 minutes each.

In Her Own Image: Women in Law – A Maryland Perspective
A historical look at Maryland women in the law includes teachers guide for discussion with high school students; three 10 minute segments.

STUDENT PUBLICATIONS

The publications listed below are written and edited primarily by girls and portray girls and young women from diverse backgrounds in leadership positions.

BLUE JEANS MAGAZINE (Ages 9-19)
P.O. Box 90856
Rochester, NY 14609
716-654-5070

TEEN VOICES (14-18)
Women Express, Inc.
P.O. Box 6329
Boston, MA 02114
617-262-2434

NEW MOON: THE MAGAZINE FOR GIRLS AND THEIR DREAMS (Ages 9-14)
P.O. Box 3620
Duluth, MN 55803-3620

❄NOTES❄

❄NOTES❄

Maryland Women Who Dare:

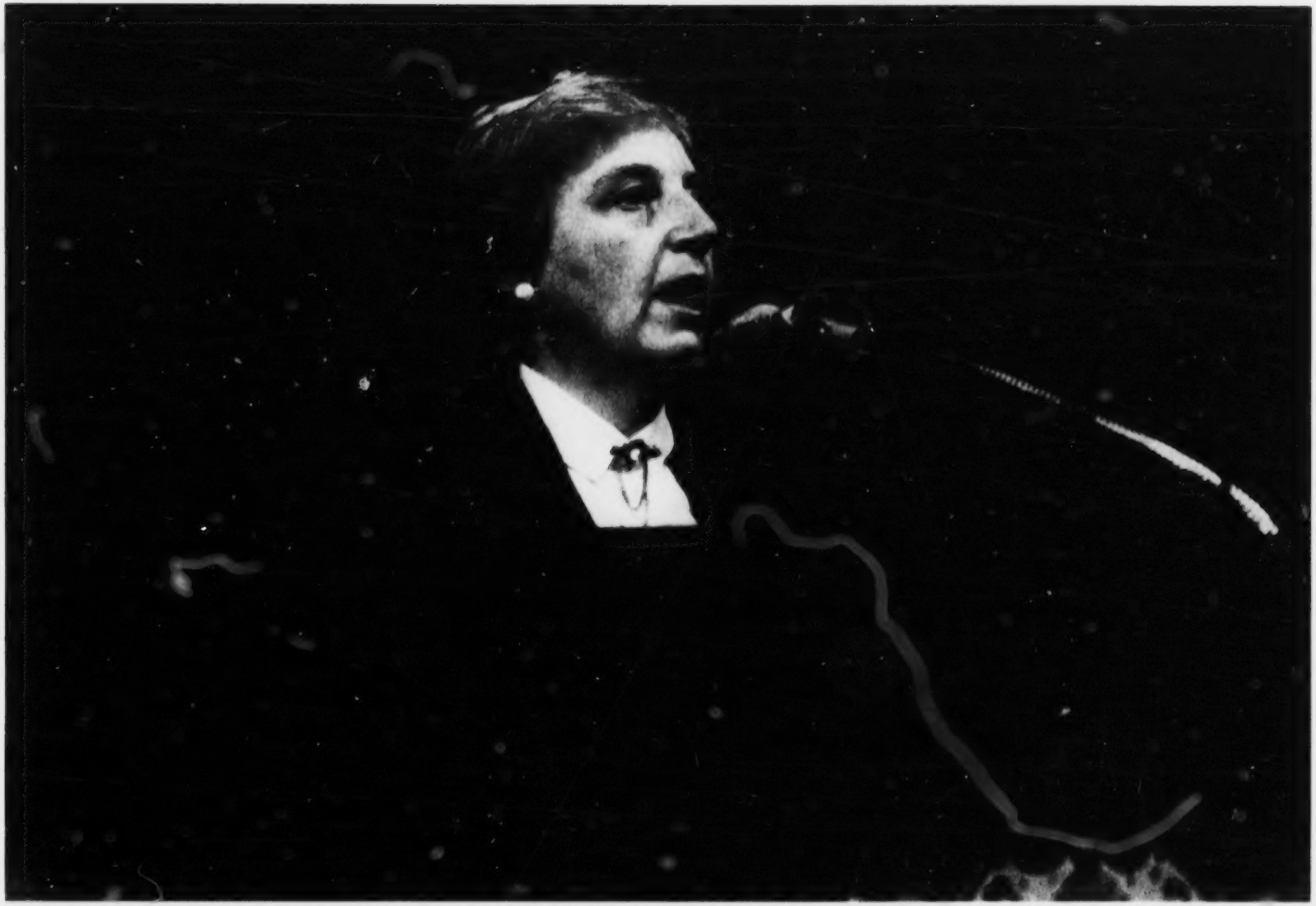
Paving the Way to the New Millenium

Sally D. Adkins

Judge, Court of Special Appeals

Audrey Barnes

Television News Anchor/Reporter



Constance Ross Beims

Leader in Public and Community Service

109

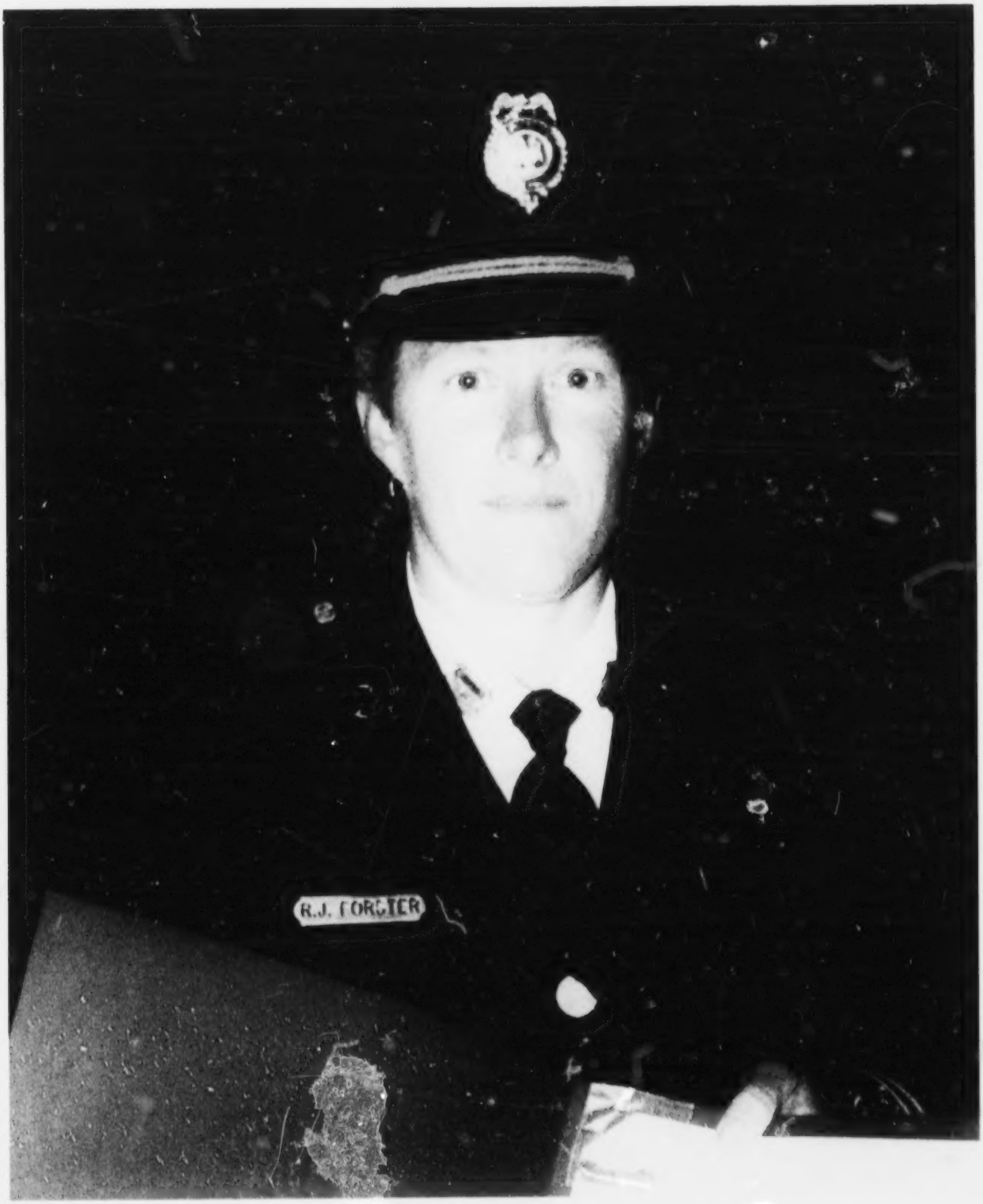
Joanne C. Bell

Union Leader

Sarian S. Bouma

Business Owner

11:



112

Robin J. Forster

Firefighter-Captain

Janice East Moorehead Grant

Civil Rights Activist

Patricia A. Gallalee

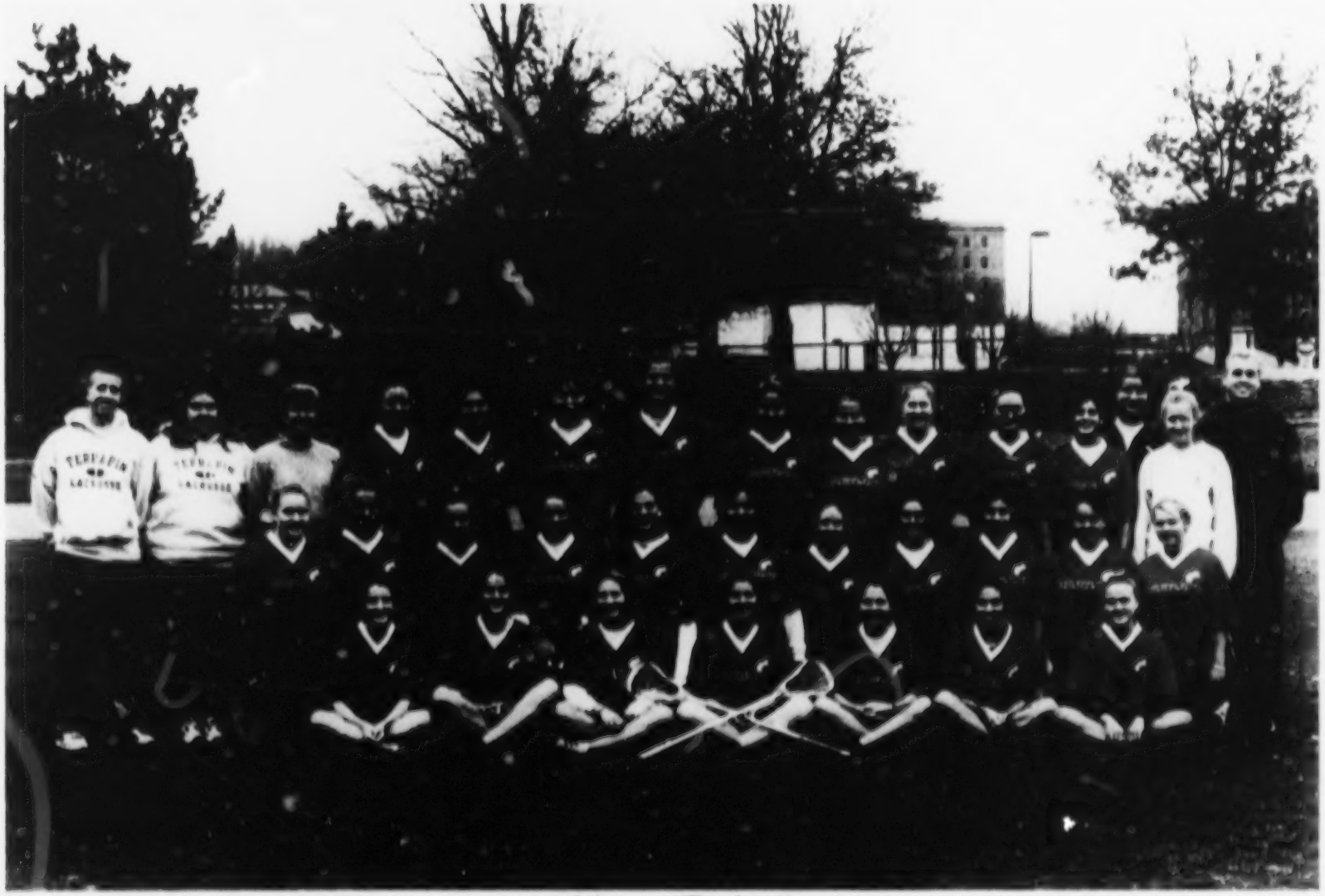
Corporate Contract Specialist
Advocate for Individuals with Disabilities

11

Elizabeth Fran Johnson

Public Service Leader

Advocate for Empowerment of Girls and Women



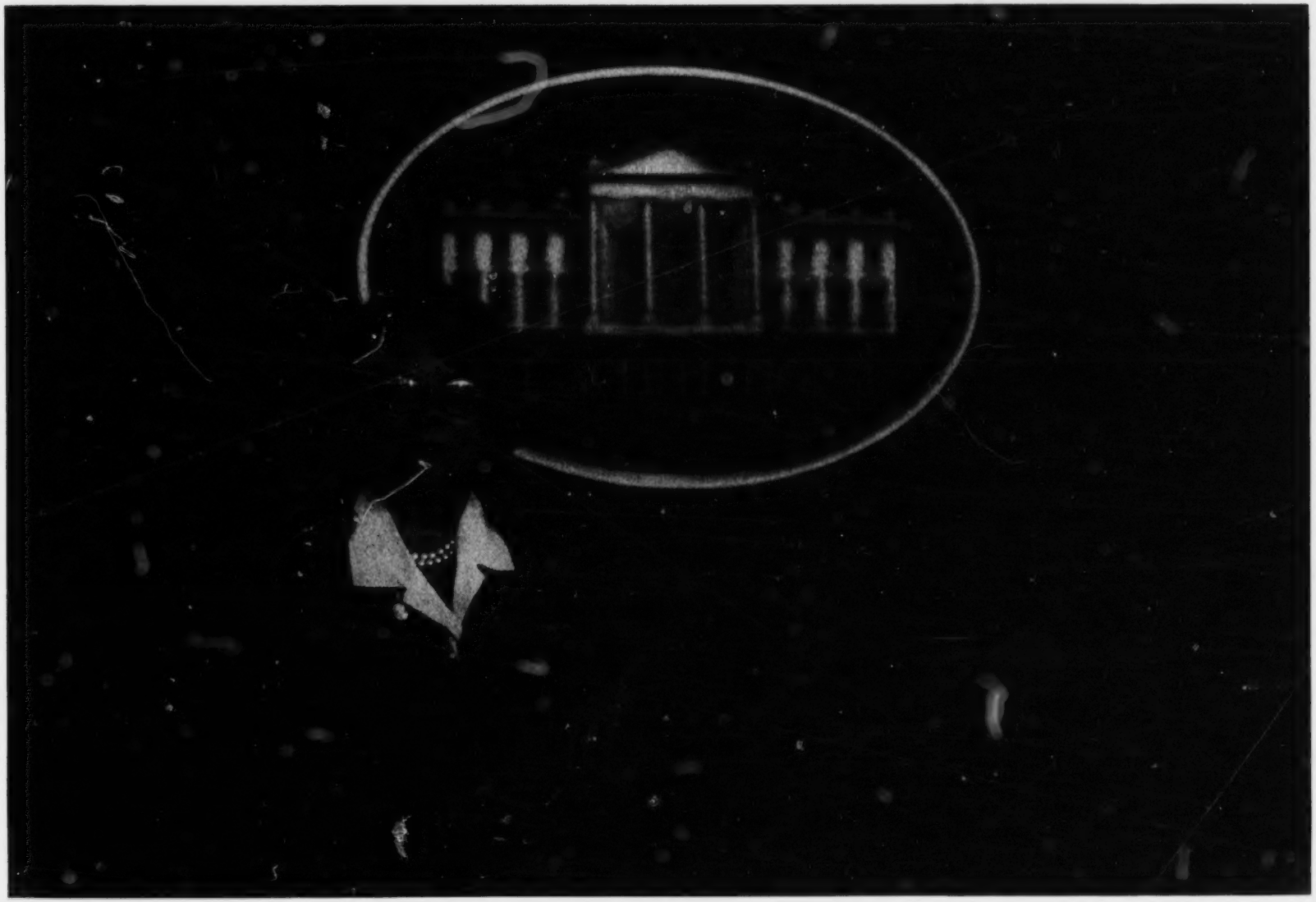
Alex Kahoe

Goalie, University of Maryland Women's Lacrosse Team

120

Belkis Leong-Hong

Government Service Leader/Entrepreneur



Ann F. Lewis

Counselor to President Clinton

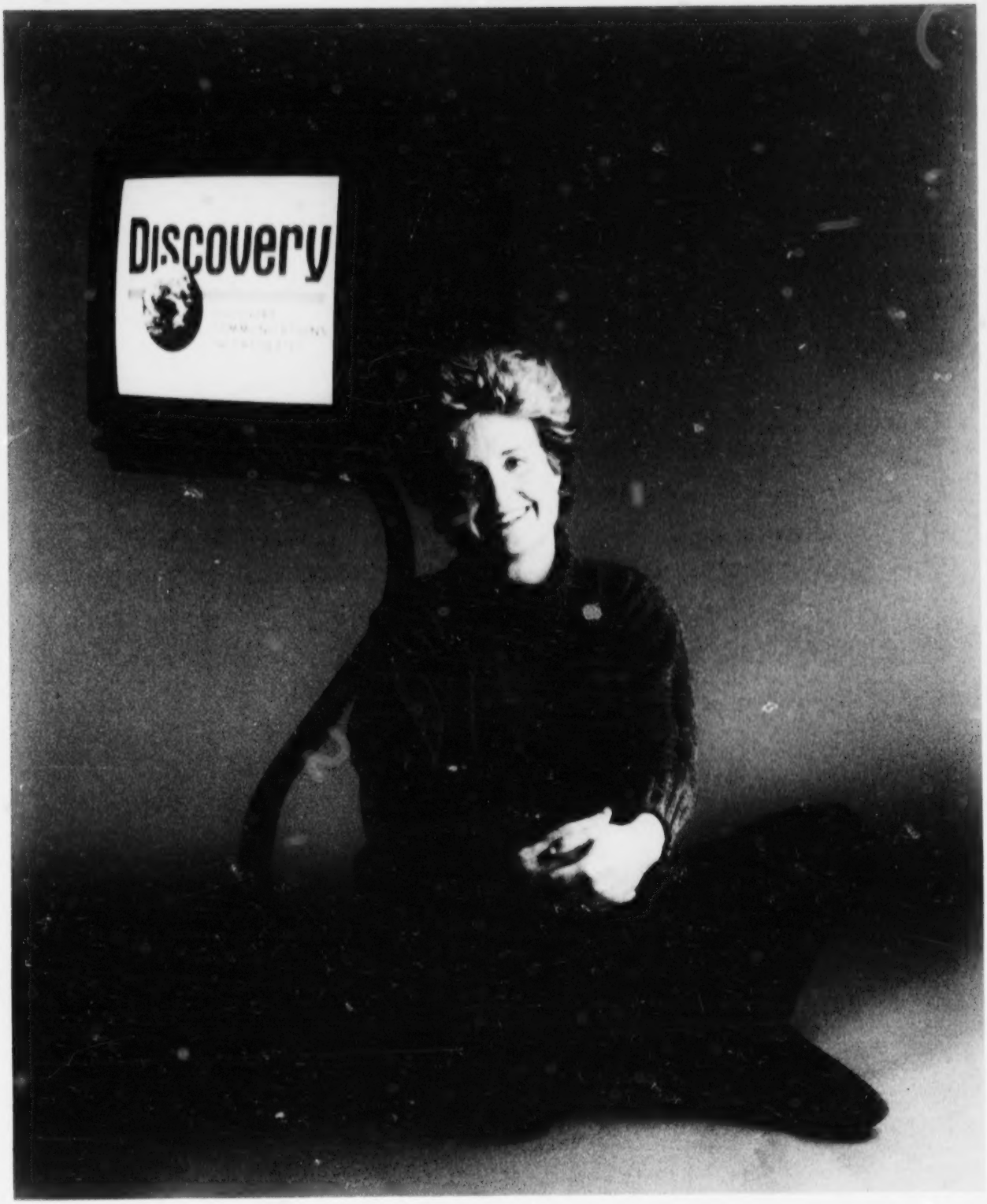
123

Jessica E. Mealey

Student Leader in the Arts

Pauline H. Menes

Maryland State Delegate



Judith A. McHale

President, Discovery Communications, Inc.

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Dorothy B. McKnight

Leader in Athletics and Physical Education

Cheryl D. Mills

Lawyer/Deputy Assistant and Deputy Counsel to President Clinton

Pilar Torres 129 Nancy Navarro-Laurent

Latino Community Activists

Co-Founders, Institute for Family Development

Carol S. Pearson

Human and Organizational Development
Consultant/Writer/Editor

131

Mitzi Perdue

Communications Leader/Environmental Journalist

132

Melanie C. Pereira

Director, Howard County Department of Corrections

Elizabeth C. Proctor

Native American Leader/Educator

Carol L. Reed

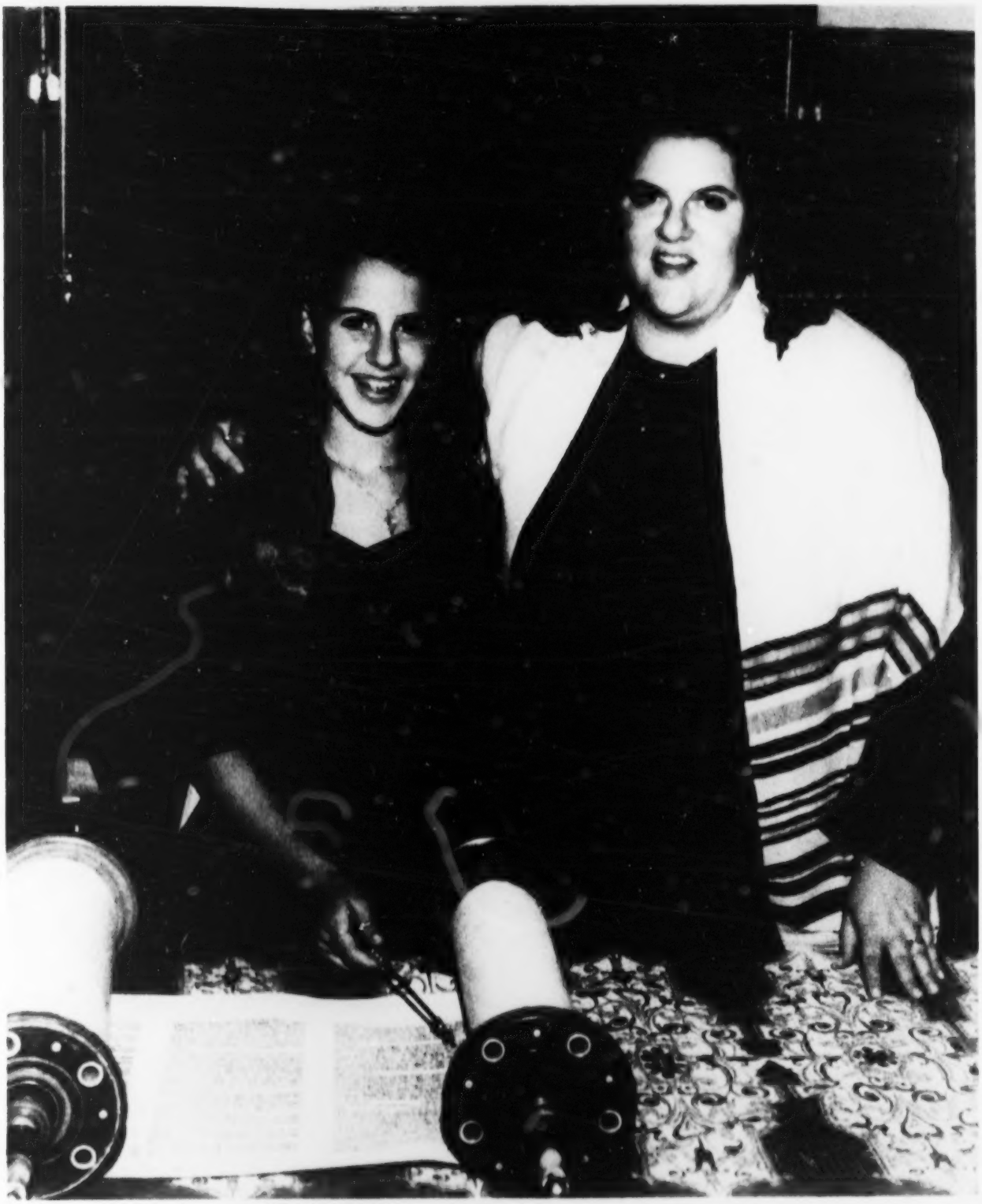
Teacher/Equity Advocate

Nora Roberts

Writer

Vera Foster Rollo

Aviator/Author/Publisher



Gila Colman Ruskin

Rabbi 138

Tina Satterwhite-Short Kym Short-Elder

Park Rangers

Marcella Smid

Student Leader

141

Tracy Stuger

Legislative Specialist

142

Nancy Waylett

Airline Pilot-Captain

143

Anita Wheeler

Student Government Leader

144

Maitoi Woods

Student Leader

SALLY D. ADKINS
Judge, Court of Special Appeals

Always listen well and absorb the ideas of others, but believe in yourself and trust your own ideas. Be an independent thinker, and not a carbon copy of your friends, classmates or even your mentor. Identify your own strengths and develop them – you cannot excel at everything.

Appointed in 1996 as a Judge of the Circuit Court for Wicomico County, Sally Adkins became the first woman to serve as a trial court judge on the Eastern Shore of Maryland. Two years later, Judge Adkins became the first woman appellate judge from the Eastern Shore when she was appointed to the Maryland Court of Special Appeals. She helped pave the way for full acceptance of women in the legal profession and serves as a mentor and role model for women in the law profession. She practiced law in Salisbury, Maryland, for 20 years prior to being named a judge.

AUDREY BARNES
Television News Anchor/Reporter

Follow your dreams. Remember that each task you undertake is a reflection of you, so give it your all. If you feel passionate about something, take a risk to achieve it.

A broadcast journalism graduate from the University of Maryland, Audrey Barnes is an Emmy-winning television news anchor and reporter at WBAL-TV 11. She anchors the early morning news which airs 5:00 to 7:00 a.m. in the Baltimore area. Before anchoring the news at Channel 11, Audrey began her career as a reporter in Salisbury. She has been a successful television news reporter and anchor in Florida, North Carolina and Michigan.

CONSTANCE ROSS BEIMS

Leader in Public and Community Service

The increased racial, religious and ethnic diversity in our population, coupled with the rapidity of technological change, will present both exciting and difficult challenges. It will become even more important for bright, compassionate and capable people to serve the citizens of our state and country in public and community service.

Constance Beims, a devoted public and community servant, has been a guiding force in opening doors for women in higher education, in public service, and in the community. A leader in government and the private sector, Ms. Beims has worked against prejudice and violence in our society, and for equity for all, regardless of gender or race. In recognition of her leadership she has been inducted into the Maryland Women's Hall of Fame.

JOANNE C. BELL

Union Leader

Keep an open mind about everything, and have a willingness to learn new things. Listen to various opinions and watch the many different ways that people use to accomplish the same task.

Joanne C. Bell is President of the Communication Workers of America Union, Local 2236. She has been an activist for three decades, working to improve the quality of workplace and home lives for all of her union's members. She helped win the right of women to work in "non-traditional" jobs. Her union represents such groups as taxicab drivers, hospital workers, and telephone and telemarketing groups. She has been honored as the outstanding unionist by the Metropolitan Washington Labor Council.

SARIAN S. BOUMA

Business Owner

Having grown up an underprivileged child with no opportunities available to me, I've always held to the words of President John F. Kennedy, "Not every child has an equal talent or an equal ability or equal motivation, but children have the equal right to develop their talent, their ability and their motivation."

When Ms. Sarian Bouma arrived in this country from Sierra Leane, West Africa, she needed welfare in order to survive. She is now the owner of Capitol Hill Building Maintenance, Inc., which has grown from one person to a staff of 200 individuals. For her work in helping others to lead successful productive lives she was awarded the Welfare to Work Entrepreneur of the Year by the U.S. Small Business Administration.

ROBIN J. FORSTER

Firefighter-Captain

If there is something you want, go for it! Be prepared for obstacles. Don't be intimidated or talked out of your goals. Be adaptable, be prepared, be progressive and be true to yourself.

Robin Forster is a captain in the Baltimore County Fire Department. As a former teacher for the Baltimore City School System, Robin began her career assisting with instruction of new recruits in the Fire Academy. Her hard work was rewarded with various promotions which led her to her current rank. She is one of few women captains in the Fire Department.

PATRICIA A. GALLALEE

Corporate Contract Specialist
Advocate for Individuals with Disabilities

Don't pass up an opportunity that could change your life because you might be afraid. The way you win in life is by showing people that you are right with them, whatever challenges you may face.

Patricia Gallalee is a contract and purchasing specialist for the Fannie Mae Corporation. An active member of the Rockville, Maryland, Junior Chamber of Commerce, she has represented the organization in travel exchange programs with sister cities in France and Germany. Throughout her schooling and career Patricia has served as a consultant in making schools and workplaces more accessible to persons with disabilities. She is an active volunteer with the Howard County Schools Disability Awareness Project and the Fidos for Freedom Program which trains dogs to assist individuals with disabilities. She participates in this program with her service dog, Jellybean.

JANICE EAST MOREHEAD GRANT

Civil Rights Activist

Never let go of your dream. Have a plan and work toward that goal, no matter what you may encounter along the path. Remember, all people have value; all people are important and should be treated with dignity and respect.

Janice Grant has served as President of the Harford County Branch of the NAACP since 1994, and has been a civil rights activist her entire adult life. She participated in numerous sit-ins, civil rights demonstrations, freedom rides and marches in Maryland and the South in the 1950's and 1960's, protesting discrimination in education, voting rights, housing employment and public accommodations. She also served in the Peace Corps in Liberia, West Africa, and taught in the Harford County Schools for 31 years. Her honors include being named Woman of the Year in Harford County.

ELIZABETH FRAN JOHNSON

Public Service Leader/Advocate for Empowerment of Girls and Woman

Have an honest, respectable goal in life, get all the education you can, study hard and do your best . . . whatever you become be the best you can be.

Dr. Elizabeth Fran Johnson provided consultation leadership for several federal government programs, including Head Start and Consumer Education. She taught and served on the Board of several universities and has been a national leader of Zeta Phi Beta Sorority. She has provided decades of service to many organizations that empower women and girls, and initiated the Legislative Agenda for Maryland Women while serving on the Maryland Commission for Women. She has received *Woman of the Year* Awards from several national organizations and has been inducted into the Maryland Women's Hall of Fame.

ALEX KAHOE

Goalie – University of Maryland
Women's Lacrosse Team

Work hard, never give up, don't sell yourself short, and always aim for the top or higher! Respect people, earn respect, and experience life.

Alex Kahoe (#33) is the goalie for the University of Maryland Women's Lacrosse Team, which has won a record five consecutive national championships. They are the first team in Women's Division I Lacrosse history to accomplish this. Alex has been named Co-Goalie of the Year in the Atlantic Coast Conference and a first team All-American. She is the University's all-time lacrosse saves leader.

BELKIS LEONG-HONG

Government Service Leader/Entrepreneur

Follow your dreams and persevere! . . . Take risks! Sometimes we are afraid to do something because we don't believe we can. So take stock in yourself and BELIEVE that you can accomplish anything you set your mind to.

Belkis Leong-Hong retired from the Department of Defense after 29 years of government service with the rank of Deputy Assistant Secretary of Defense. She was the first career Asian American female to hold this rank. With a degree in mathematics, she currently is President of Knowledge Advantage, Inc., a small woman-owned company delivering information technology services. She has received numerous service awards from the federal government and has served as President of Women in Technology and Senior Vice President of the Organization of Chinese Americans.

ANN F. LEWIS

Counselor to President Clinton

Keep going. We have reached the point where there are no external barriers to woman's advancement; the remaining barriers are internal. That doesn't mean they are non existent; it means the most important steps we take begin with our own determination.

Ann F. Lewis currently serves as counselor to President Clinton at the White House. She previously served as White House Communications Director, Political Director for the Democratic National Committee, National Director of the Americans for Democratic Action, and Congressional Chief of Staff to Barbara Mikulski. She is also Co-Chair of the President's Commission on the Celebration of Women in American History.

JESSICA E. MEALEY

Student Leader in the Arts

Express yourself in a way you are good at and like doing. Try to be aware of your strengths and use them to achieve your goals.

Jessica E. Mealey is a middle school student who attends Thomas G. Pullen Magnet School for the Arts in Landover, Maryland. She photographs designs, draws, acts, writes, works backstage on productions, plays piano, does computer graphics, and teaches art workshops. She has won several awards for her art, including a Gold Key Award in the 1999 Regional Scholastic Exhibition, "Arts for Change," where she was one of 20 honorees out of 3,000 students who competed.

PAULINE MENES

Maryland State Delegate

It is very important that the history of the struggle for women's rights be taught so that young people can join in moving society forward. There are still many areas of inequality that need to be taught.

Pauline Menes has been a member of the Maryland House of Delegates since 1966. She has championed many legislative initiatives on behalf of women, young people, minority populations, senior citizens, and individuals with disabilities. She has led efforts in areas such as improving the criminal justice system, strengthening laws against domestic violence and supporting the arts. Her expertise led to her position as President of the National Order of Women Legislators.

JUDITH A. McHALE

President, Discovery Communications, Inc.

Always work hard. Do something you love and make time to spend time with your family and friends.

Judith A. McHale is President and Chief Operating Officer for Discovery Communications, Inc., the parent company of the Discovery Channel, the Learning Channel, Animal Planet and Travel Channel. She is one of the highest-ranking women in the media and her networks reach 380 million subscribers in 147 countries. She graduated from law school in New York City and served as general counsel for MTV Network. She is currently a member of the Maryland State Board of Education.

DOROTHY B. McKNIGHT

Leader in Athletics and Physical Education

Don't be discouraged at initial failure, because perseverance can be the answer to success.

Dorothy B. McKnight taught and coached field hockey, basketball, softball and lacrosse at the high school and college levels. She served as President of Athletic and Sport Consultants, Inc., Executive Director of the National Association for Girls and Women in Sport, and Executive Director of the U.S. Women's Lacrosse Association. She has received many awards for her leadership and has been instrumental in helping schools implement Title IX, the 1972 federal law prohibiting sex discrimination in education, which led to major advances for women in athletics.

CHERYL D. MILLS

Lawyer/Deputy Assistant and Deputy Counsel to President Clinton

Be true to yourself, prepare for challenges through education and take advantages of opportunities. Surround yourself with positive thinking people and help others along the way.

Cheryl Mills is a 1990 graduate of Stanford Law School, where she was elected to the Law Review and co-chaired the third National Conference on Women of Color and the Law. During law school she founded D.C. Works, a non-profit organization devoted to the academic achievement of inner city high school students. After practicing civil rights and education law she joined the Clinton/Gore Presidential Campaign and went on to work for President Clinton as the Deputy Council.

NANCY NAVARRO-LAURENT
AND
PILAR TORRES

Latino Community Activists
Founders, Institute for Family Development
(Instituto Para el Desarrollo de la Familia)

The next millennium is a time for community and inclusion. We need to create bridges and alliances to uphold the contribution of individual groups while we promote our oneness as human beings. We must take care of the children, eradicate hate, and value the importance of friendship.

Pilar Torres and Nancy Navarro-Laurent founded the Institute for Family Development in Montgomery County, Maryland, to empower Latino women to become small business owners by becoming licensed family day care providers. They have always shared an interest in multiculturalism, empowerment of immigrants, and issues that affect working women. Pilar is a native of Bogota, Columbia, and Nancy was born in Caracas, Venezuela.

CAROL S. PEARSON

Human and Organizational Development Consultant
Writer/Editor

We are already creating the millennial future by the decisions we make every day about how we live our lives...If you trust your talents and desires, and develop your own potential, you are committing to doing your part to make a real difference in the world.

Carol S. Pearson is the President of CASA: Center for Archetypal Studies and Applications, which provides consultant services to assist individuals, organizations, and businesses in becoming more effective. She is the author of several books, including Magic at Work: Creative Leadership and Everyday Miracles, and her works have been translated into seven languages. She also edits a newsletter/magazine called *The Inner Edge* to support effective organizational and business practices. She previously served as Director of Women's Studies at the University of Maryland at College Park and Vice President for Academic Affairs at Goucher College.

MITZI PERDUE

Communications Leader/Environmental Journalist

For women who work in non-traditional jobs, think of the women who will come after you. Do your job so well that you'll have made it easy for the next woman to get a job in your field.

Mitzi Perdue writes a syndicated weekly column, *The Environment and You*, which appears in 280 newspapers, and has produced and hosted a weekly television series, *Country Magazine*. Formerly a rice farmer in California, she served as the past president of the 50,000-member American Agri-Women organization, which focuses on helping women become leaders in agriculture. She was a U. S. Delegate to the United Nations Conference on Women, and received the Woman of the Year Award from the Maryland Federation of Business and Professional Women.

MELANIE PEREIRA

Director, Howard County Department of Corrections

Make positive and good choices, even if they are at times not the popular thing to do. Admit your mistakes and learn from them , lead by example, be a role model to others, connect with family and friends, and give something back to your community.

Melanie C. Pereira is currently the Director of the Howard County Department of Corrections. Starting her career in public safety as a correctional officer, she later completed a law degree while working full time. She served as the Warden of the Maryland Correctional Institution for Women and Deputy Commissioner for the Maryland Division of Corrections. Throughout her career she has worked to provide equality in programming for women who are incarcerated, while designing and promoting programs and services to address their unique needs.

ELIZABETH C. PROCTOR

Native American Leader/Educator

If you hold on to your good dreams through perseverance in your studies and belief in yourself, you can make your dreams come true. "To pursue a dream is to touch the wind – and fly on the wings of an eagle."

Elizabeth C. Proctor is a member of the Piscataway Indian tribe of Maryland. She has spent the majority of her life as a leader in service to students of diverse cultural backgrounds, and is currently the Director of the American Indian Education Program for Prince George's County Public Schools. She serves as a strong voice for the Indian community in Maryland and the nation, and has worked with national and local government agencies and tribal communities to expand career opportunities for Native American youth.

CAROL REED
Teacher /Equity Advocate

Stop waiting for tomorrow to make a difference. Make a difference every single day. Do something because it's the right thing, not necessarily the popular thing.

Carol Reed is an English, creative writing, and drama teacher at Easton High School, and was selected as Talbot County's Teacher of the Year for 1999-2000. In addition to teaching, she is a published writer, and has produced school literary magazines, directed plays and musicals in schools and communities, and presented statewide drama and literature workshops. She has coordinated several educational equity programs, focusing on equal opportunity for girls and people of diverse cultural backgrounds. As a facilitator of Easton High School's

NORA ROBERTS
Writer

If we don't pursue our dreams, we fail the dreams. If we don't commit to the sweat and the effort necessary to make the dreams our reality, we fail ourselves.

Nora Roberts is a writer who has published 133 novels which have been translated into more than 25 languages. There are 105 million copies of her books currently in print, including 36 *New York Times* bestsellers. She began writing down stories during a blizzard in Western Maryland in 1979, when she was stranded in her house for a week with her two young children and was looking for a way to pass the time. After two years of hard work on several manuscripts, her first novel was published in 1981.

VERA FOSTER ROLLO

Aviator/Author/Publisher

Even though discouraged, do keep trying at tasks that interest you. At least try it, and never give up.

Dr. Vera Foster Rollo was a World War II flight instructor who currently shares her knowledge of aviation and history by volunteering at the College Park, Maryland, Aviation Museum. She has flown both land and seaplanes and also performed aerobatics in air shows. Dr. Rollo wrote articles for aviation magazines, and in the 1960s began writing about Maryland history, including a textbook, Your Maryland: A History, and The Black Experience in Maryland. She also founded The Maryland Historical Press. Her publications, including a recent book for children on Presidents and Their Pets, can be found in Maryland schools and libraries.

GILA COLMAN RUSKIN

Rabbi

Seek opportunities to bring "kedusha" (holiness) to your world, whether it be by helping a friend or family member, giving of your time, resources, and presence to those who are in need, teaching and mentoring, or working towards solutions of the problems of disease, depletion of natural resources, and violence.

Gila Colman Ruskin serves as the rabbi of Congregation Chevrei Tzedek in Baltimore. When she was ordained in 1983 there were only 100 women rabbis in the United States. She studied both in Jerusalem, Israel, and at the Hebrew Union College in Ohio. While in the seminary she helped found a day care center for infants and toddlers, and became the first student to be pregnant and give birth while in rabbinical school. Rabbi Ruskin served as the Jewish chaplain at Shepherd Pratt Hospital and founded the Jewish Healing Network in Baltimore.

TINA SATTERWHITE-SHORT
KYM SHORT-ELDER
Park Rangers

Arise each morning with the goal of learning something new. Aim high. Strive for all you desire. Stay strong, stand firm, be different, be bold, be a leader

Sporting their wide-brimmed hats and matching uniforms, Tina Satterwhite-Short and Kym Short-Elder are perhaps the only mother and daughter park rangers in the history of the National Park Service. Ms. Short works as an interpretive specialist, overseeing the planning and implementation of educational programs in national parks in Washington, D.C. and Prince George's County. As park manager at Kenilworth Park and Aquatic Gardens, Mrs. Elder supervises a staff and is responsible for 70 acres of federal land.

MARCELA SMID
Student Leader

Break your boundaries... If something doesn't go according to plan, break your mental boundary and go down a new path. Break the emotional boundary that separates people and break down the social and political boundaries that cause hate

Marcela Smid is currently a student at Case Western Reserve University in the eight-year medical school program, and plans to become a child psychiatrist. A 1999 graduate of Eleanor Roosevelt High School, she was class valedictorian, a first place winner in the Goddard Space Flight Center Virtual Science Fair and the Regional Prince George's County Science Fair, a member of the school band, and a varsity athlete in cross country, swimming, and softball. She immigrated to the United States from Prague, Czechoslovakia, when she was four years old.

TRACY STUGER
Legislative Specialist

Surround yourself with positive people who encourage you rather than discourage you…Be your own person and seize the many opportunities that are presented to you and that lie ahead.

Tracy Stuger currently serves as a Budget and Legislative Specialist at the Montgomery County Commission for Women. She previously worked on public policy issues related to women, children, families, and the environment for Congressman Louis Stokes, and conducted research and wrote speeches on these issues. She was a tutor and counselor at the Howard University Upward Bound program in Washington, D. C., and worked with Boston's inner-city high school students to encourage them to attend college. She has been listed in "Who's Who Among Students Among Colleges and Universities."

NANCY WAYLETT
Airline Pilot – Captain

Sometimes it is hard to figure out what you are good at when you are young. The secret to a lifetime of success is to try different jobs, even if only through books. Once you become passionate about something, don't become discouraged.

Nancy Waylett is a pilot (captain) for U. S. Airways. She was one of the first women pilots for the company when she was hired in 1983. Prior to that she was a captain of a Westwind private business jet, an instructor for a flight school, and an intelligence officer for the U. S. Navy. After graduating from college with a degree in philosophy, she expanded her career opportunities by attending Navy Officer's Candidates School.

ANITA C. WHEELER
Student Government Leader

Education is a right, not a privilege. With this right we are able to be a part of the decisions that affect our lives daily...Get involved to gain leadership experience. As a leader you must be the voice for the voiceless.

Anita Cherise Wheeler is a student at Western High School and serves as President of the Associated Student Congress of Baltimore City. She has also served as Student Commissioner of the Baltimore City Board of School Commissioners and on the Maryland Association of Student Governments Executive Board. In 1999 she co-chaired a statewide Maryland Safe Schools Summit, which was attended by more than 500 students.

MAITOI WOODS
Student Leader

Look to the future and the good you can do as an individual to make this world a better place for someone else. Everybody is somebody. Everybody can do something positive.

Maitoi Woods is a student at Sherwood High School in Montgomery County, and is a leader in several organizations, including the National Organization for Youth Safety, Sisters in Success, a positive organization for minority females, the National Council for Negro Women Youth Committee, and the National Honor Society. She has been a member of the Honors Chorus and Honors Orchestra , and has performed Spanish dance in both high school and middle school. She has received awards such as the *Women in the Arts* Essay Contest Award and the *Maryland Women of Tomorrow* Award. She plans to become a veterinarian when she finishes school.